

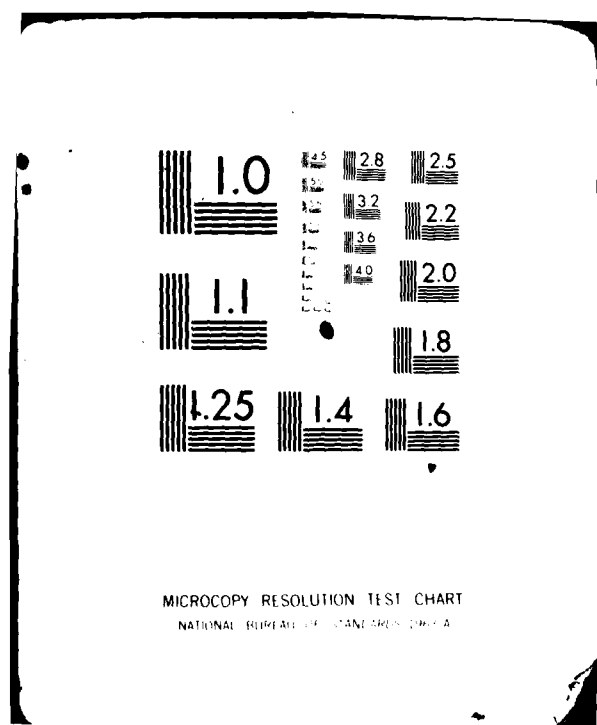
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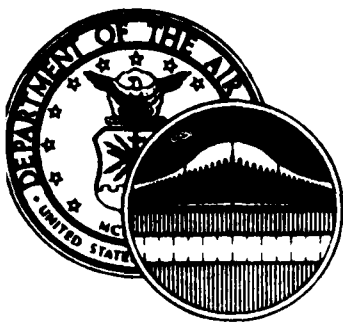
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UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT



INTEGRATED AVIONICS COMPUTERIZED TEST STATION
AND COMPONENT (F-16) CAREER LADDER

AFSCs 32634C, 32654C, AND 32674.

AFPT 90-326-428D

APRIL 1982

JUN 25 1982

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**OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150**

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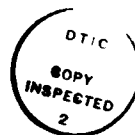
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	<u>OSR</u>	<u>JOB INV</u>	<u>ANL EXT</u>	<u>TNG EXT</u>
AFHRL/LRT	1	1	1m	1m/1h
AFHRL/MODS	2	6	1m	1m
AFLMC/LGM	2	2		2
AFMEA/MEMD	1	1	1h	1
AFMPC/MPCHS	1	1		
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HQ TAC/DPAT	3	3		3
HQ TAC/DPLATC	1	1		1
HQ USAF/LEYM	1	1		1
HQ USAF/MPPT	1	1		1
HQ USAFE/DPAT	3	3		3
HQ USAFE/DPATC	1	1		1
HQ USMC/OMU	1	1		
LMDC/AN	1			
NCDAC	1	1		
388 TFW/MAT (HILL AFB UT)	2	2		2
3400 TCHTW/TTGX (LOWRY AFB CO)	5	2	2	9
3507 ACS/DPUI	1	1		
3785 FLDTG/TTFO (SHEPPARD AFB TX)	2	2		2

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A

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Integrated Avionics Computerized Test Station and Component (F-16) career ladder (AFSCs 32634C, 32654C, and 32674). This report was prepared in response to a request by HQ ATC/TTQG. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Gary K. Patterson, Inventory Development Specialist. Mr Bob Vance and Ms Becky Hernandez were the CODAP programmers for the project. Second Lieutenant Beverly C. Handy, Occupational Survey Analyst, analyzed the data and wrote the final report. This survey has been reviewed and approved by Mr Jim Keeth, OMYO Technical Advisor, and Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Analysis Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78150.

Copies of this report are distributed to air staff sections, major commands, and other interested training and management personnel. Additional copies may be obtained upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Analysis Branch (OMY), Randolph AFB, Texas 78150.

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SUMMARY OF RESULTS

1. Survey Objective: This survey was requested to develop current information on job composition and training requirements since a major restructuring of the 326XX career ladders.
2. Survey Coverage: The job inventory was administered to members of the Integrated Avionics Computerized Test Station and Component (F-16) career ladder. Survey results were based on the responses of 175 respondents representing an 87 percent return rate.
3. Career Ladder Jobs: Ten separate job groups covering all four varieties of test stations, training, and supervisory functions were identified. Typically, career ladder personnel spend much of their job time working on a single type of test station and the assigned line replaceable units (LRUs). However, nearly all members of this specialty are responsible for performing a number of common general maintenance functions.
4. Career Ladder Progression: As incumbents progress through the AFSC, they frequently continue to maintain test stations and LRUs but spend greater amounts of time on managerial and supervisory duties. As a result, while the job of the 3- and 5-skill level respondents has primarily a technical equipment maintenance orientation, 7-skill level incumbents also perform a wide variety of supervisory tasks in addition to the technical functions.
5. AFR 39-1 Specialty Descriptions: Overall, the AFR 39-1 specialty descriptions provided accurate overviews of the 326X4 AFSC.
6. Training: The STS for this career ladder is currently under revision. Survey data generally supported POI G3ABR32634C dated July 1980, although a number of tasks may need to be evaluated for possible inclusion into the basic course.
7. Implications: Due to the relatively recent introduction of the F-16 aircraft, the 326X4C specialty is expected to undergo a number of changes in both procedures and equipment. As a result, it can be expected that there will be changes in the number of career ladder incumbents performing a variety of tasks as new requirements are created. Generally, job interest and satisfaction is high for individuals in the specialty.

OCCUPATIONAL SURVEY REPORT
INTEGRATED AVIONICS COMPUTERIZED TEST STATION
AND COMPONENTS (F-16)
(AFS 326X4C)

INTRODUCTION

This is a report of an occupational survey of the Integrated Avionics Computerized Test Station and Components (F-16) career ladder (AFSC 326X4C) completed by the Occupational Analysis Branch, USAF Occupational Measurement Center in April 1982. There has been no previous survey of the 326X4C specialty.

Background

The history of the 326X4C AFSC is complex and stems from a major restructuring of all 326XX specialties over a number of years in the late 1970s. In October 1978, the job of shop repairing of aircraft avionics line replaceable units (LRUs) was consolidated with the job of maintaining the associated avionics test stations on which this equipment is checked. Personnel from the 326X1D (Integrated Avionics Component Specialist, Automatic Avionics AGE Test Operator) and the 326X0B (Avionics Aerospace Ground Equipment Specialist, Automatic Avionics AGE) specialties were combined into AFS 326X1F (Integrated Avionics Component Specialist Microwave, Computer/Inertial, Displays/Indicators, RF, RTM, CENPAC, Flight Control, Sensors, Fire/Weapons Control and Associated AGE). In April 1979, the 326X1F career ladder was reorganized according to aircraft weapon system and given the 326X4 designation. Three shredouts were created with the F-16 being covered by the C shredout.

The basic job of 326X4 personnel as described by AFR 39-1 is to inspect, troubleshoot, repair, modify, calibrate, program, and certify integrated avionic computerized test stations, systems components, and support equipment (SE) at the intermediate level. The job generally includes analyzing malfunctions, calibrating, and performing maintenance on avionics computerized test stations and SE utilizing calibration standards. Career ladder members received formal training in the basic Integrated Avionics Computerized Test Station and Component Specialist (F-16) course which is offered at Lowry AFB, Colorado. This course is 110 days in length.

Objective

This survey was requested to obtain current task and training data on 326X4C incumbents. Major areas discussed in this report include: (1) the development and administration of the survey instrument; (2) the job structure within the AFSC; (3) a comparison of career field responsibilities to AFR 39-1 Specialty Descriptions; (4) an analysis of the Total Active Federal Military Service (TAFMS) and Duty Air Force Specialty Code (DAFSC) groups; and, (5) the implications of this occupational survey report.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-326-428D. Initially, a tentative task list was prepared after reviewing a previous Occupational Survey Report of the 326X0 AFSC, pertinent career ladder publications and directives, as well as interviews with technical school personnel at Lowry AFB CO. This new task list was further reviewed and validated through interviews with subject matter specialists at Hill AFB UT, which was the location of the first operational F-16 squadron. Squadrons of F-16 are now also at Nellis AFB and MacDill AFB. The resulting job inventory contained a comprehensive listing of 548 tasks organized under 12 duty headings. Also included in the inventory was an extensive background section that asked for such information as:

- (A) Job Title
- (B) Duty Section
- (C) Shift worked
- (D) Organizational Level
- (E) Number of Test Stations in the Shop
- (F) AFSC through which 7-skill level Primary AFSC was attained
- (G) Equipment used

Survey Administration

During the period January through May 1981, Consolidated Base Personnel Offices (CBPOs) in operational units worldwide administered the inventory to job incumbents holding a 326X4C DAFSC. These job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL).

Each respondent who completed a job inventory first completed an identification and biographical information section and then checked all tasks performed in their present job. Those tasks checked were then rated on a nine-point scale showing the relative amount of time spent on that task as compared to all other tasks checked. Ratings ranged from one (very small amount of time spent) to nine (very large amount of time spent), with a rating of five representing an average amount of time spent in performing tasks.

Data Processing and Analysis

Once job inventories are returned from the field, they are prepared so task responses and background information can be optically scanned. Other biographical information (such as name, base, AUTOVON extension) are keypunched onto disks and entered directly into a Univac 1100/81 computer. Once both sets of data are entered into the computer, the tasks, background, and biographical information are merged to form a complete case record for

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each respondent. Computer-generated programs using Comprehensive Occupational Data Analysis Programs (CODAP) techniques are then applied to the data.

CODAP produces job descriptions for respondents based on their responses to specific inventory tasks. Computer-generated job descriptions are available for DAFSC, TAFMS, and MAJCOM groups, and include such information as percent members performing each task, the average percent time spent performing each task, the percent members utilizing various pieces of equipment, and the cumulative average percent time spent by all members on each task in the inventory.

A key aspect of the Occupational Analysis Program is to examine the job structure of each specialty on the basis of what people are actually doing in the field, rather than on the basis of what official career ladder documents say they are doing. This analysis of actual job structure is made possible by the use of the Comprehensive Occupational Data Analysis Programs (CODAP). CODAP is comprised of a number of computer programs which generate the statistical products used in the analysis of an AFSC. The primary product used to analyze career ladders is a hierarchical clustering of all jobs based on the similarity of tasks performed and the relative time spent performing those tasks. Major types of jobs being performed within the specialty are then identified and analyzed in terms of job descriptions and background data provided by each respondent.

The specialty structure analysis process consists of determining the functional job structure of career ladder personnel in terms of jobs types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled independent job types.

Survey Sample

Incumbents were selected to participate in the survey to ensure an accurate representation across major commands (MAJCOMs) and paygrade groups. Table 1 reflects the percentage distribution by major command of the assigned personnel in the AFSC as of October 1980. Also listed in this table is the percent distribution of respondents in the final sample by MAJCOM. The 130 3- and 5-skill level respondents in the final survey sample represented 86 percent of the 326X4C career ladder. Table 2 provides a listing of paygrade group distribution, while Table 3 reflects the sample distribution by TAFMS groups. As demonstrated by these tables, the survey sample provides a good representation of the career ladder population.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
TAC	81	82
ATC	19	18
OTHER	<u>-</u>	<u>-</u>
TOTAL	100	100

TOTAL 326X4C PERSONNEL ASSIGNED - 151

TOTAL ELIGIBLE FOR SURVEY * - 201

TOTAL NUMBER OF SURVEYS - 175 (45 7-SKILL LEVEL INCUMBENTS WERE INCLUDED IN THIS FIGURE)

RETURN RATE - 87%

*EXCLUDES PERSONNEL IN PCS STATUS, HOSPITAL, OR LESS THAN SIX WEEKS ON THE JOB
(THIS FIGURE ALSO INCLUDES SELECTED 32674 PERSONNEL CURRENTLY ASSIGNED WITH C-SHRED INCUMBENTS)

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE*</u>
AIRMAN	27	2
E-4	33	41
E-5	<u>40</u>	<u>34</u>
TOTAL	100	77

*TWENTY-THREE PERCENT OF THE SURVEY SAMPLE WAS COMPOSED OF E-6 AND E-7 PERSONNEL HOLDING THE 32674 AFSC AND ASSIGNED WITH C-SHRED INCUMBENTS.

TABLE 3
TAFMS DISTRIBUTION OF SURVEY SAMPLE

	<u>MONTHS TOTAL ACTIVE FEDERAL MILITARY SERVICE</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>241+</u>
NUMBER IN SAMPLE	48	56	30	19	15	7
PERCENT OF SAMPLE	27%	32%	17%	11%	9%	4%

Task Factor Administration

In addition to completing the job inventory, selected senior 326X4 incumbents were also asked to complete a second booklet for either training emphasis or task difficulty. Information from these booklets was processed separately from the job inventories, and the information was then used in a number of different analyses which will be discussed in greater detail within this report.

Task Difficulty. The experienced NCOs who completed the task difficulty booklets rated all of the tasks on a nine-point scale from extremely low to extremely high difficulty, with difficulty being defined as the length of time that it takes for the average incumbent to learn to do the task. Ratings were then adjusted so tasks of average difficulty have a rating of 5.00.

Task difficulty data was independently collected from 19 senior incumbents holding the 326X4 AFSC. The interrater reliability (as assessed through components of variance of standard group means) was .88, which indicated good agreement among the raters. The resulting data is a rank ordering of tasks based on the relative degree of difficulty assigned to each task within the inventory.

Job Difficulty Index (JDI). After computing a task difficulty rating for each task item, it is then possible to also compute a Job Difficulty Index (JDI) for the job groups identified in the survey analysis. This provides a relative measure of the job difficulty for each functional group. The number of tasks performed and the average task difficulty per unit time spent are used as the major variables to compute JDI. The index ranges from one for very easy jobs to 25 for very difficult jobs. The indices are adjusted so the average job difficulty index is 13.00. Consequently, the more time a group spends on difficult tasks, and the greater the number of tasks performed, the higher will be the job difficulty index.

Training Emphasis. Individuals completing training emphasis booklets were asked to rate all of the tasks on a ten-point scale which ranged from no training required to extremely heavy training required. Training emphasis yields a rating of tasks which indicates where emphasis should be placed on structured training for first-term personnel. Structured training is defined as training provided at resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. The training emphasis data were collected from 17 senior NCOs (see Table 4 for command representation of raters). The interrater reliability (as assessed through the components of variance of standard group means) for these raters was .90, which indicated high agreement among the raters as to which tasks required some form of structured training and which did not. Tasks rated high in training emphasis had ratings of 4.59 and above, while the average rating was 2.78.

When used in conjunction with other factors, such as percent members performing, training emphasis ratings can provide an insight into training requirements. These data may help validate the lengthening or shortening of specific units of instruction in various training programs.

TABLE 4

COMMAND REPRESENTATION OF TASK DIFFICULTY AND TRAINING EMPHASIS RATERS

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF TASK DIFFICULTY RATERS</u>	<u>PERCENT OF TRAINING EMPHASIS RATERS</u>
TAC	73	54	59
ATC	18	38	33
OTHER	<u>9</u>	<u>8</u>	<u>8</u>
TOTAL	100	100	100

SPECIALTY JOBS (Career Ladder Structure)

The number of distinctly different jobs within a career ladder sometimes has a great impact on the Air Force personnel classification policy, technical training, and on-the-job training (OJT). Thus, this report begins with a description of the jobs within the specialty and how these jobs relate to one another.

Specialty Overview

Ten separate jobs were identified within the Integrated Avionics Computerized Test Station and Component (F-16) career ladder. Based on similarity of tasks performed and amount of time spent in performing each task, the jobs performed by the 326X4C respondents are listed below and illustrated in Figure 1.

(Each job group is identified with a group identification number to cross reference the groups to computer printouts included in the statistical summary package provided to selected users. These identification numbers are shown as GRP numbers for each type of job.)

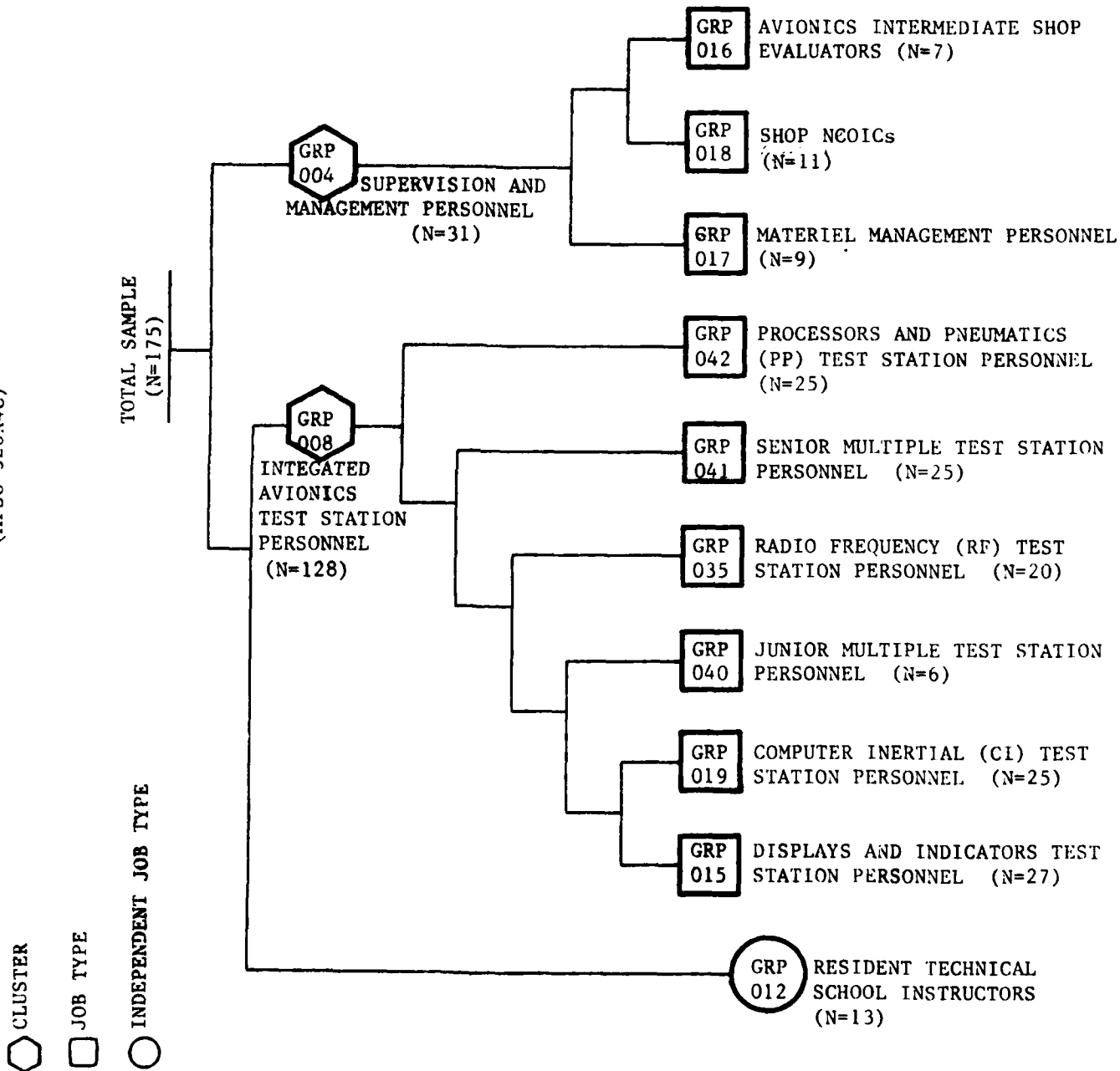
- I. INTEGRATED AVIONICS TEST STATION PERSONNEL (GRP008, N=128)
 - a. Senior Multiple Test Station Personnel (GRP041, N=25)
 - b. Junior Multiple Test Station Personnel (GRP040, N=6)
 - c. Radio Frequency (RF) Test Station Personnel (GRP035, N=20)
 - d. Processors and Pneumatics (PP) Test Station Personnel (GRP042, N=25)
 - e. Displays and Indicators Test Station Personnel (GRP015, N=27)
 - f. Computer Inertial Test Station Personnel (GRP019, N=25)
- II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP012, N=13)
- III. SUPERVISION AND MANAGEMENT PERSONNEL (GRP004, N=31)
 - a. Shop NCOICs (GRP018, N=11)
 - b. Avionics Intermediate Shop Evaluators (GRP016, N=7)
 - c. Materiel Management Personnel (GRP017, N=9)

The respondents forming these clusters and job types account for 98 percent of the total survey sample. The remaining two percent of the sample consists of respondents who do not group with any of the job types or clusters described above.

In general, members of the 326X4C Specialty Jobs were distinguished basically by the type of test station that was primarily operated and maintained. As illustrated by Table 5, respondents indicated that the majority of their time on the job was focused around only one kind of station, although

FIGURE 1

INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT (F-16) CAREER LADDER STRUCTURE
(AFSC 326X4C)



there were some incumbents (Junior and Senior Multiple Test Station Personnel groups) who reported spending substantial amounts of time working on a variety of stations. Also, nearly all groups identified within the Test Station Personnel cluster performed a number of common general maintenance functions, regardless of the type and number of stations which each group tended to specialize on.

Job Group Descriptions

The following paragraphs contain brief descriptions of the clusters, their respective job types, and the independent job type identified through the specialty structure analysis. (Appendix A contains more complete representative task lists for each of the two clusters, their respective job types, and the independent job type).

1. INTEGRATED AVIONICS TEST STATION PERSONNEL (GRP008). This cluster of 128 respondents, consisting of 73 percent of the survey respondents, represents the main type of work within the specialty. Members of this group usually tend to specialize in the operation and maintenance of one of the four main F-16 test stations. There are also a relatively large number of general maintenance functions commonly performed by these individuals regardless of their area of specialization. Examples of such common tasks typically include:

- inspecting and cleaning test station filters
- performing periodic inspections of test stations
- removing or replacing test station ITA or LRU minor hardware
- making entries on Maintenance Data Collection Record
(AFTO Form 349)
- loading test programs on discs

The majority of these respondents hold a 5-skill level (63 percent), 24 percent hold the 3-skill level, and the remaining 13 percent have a 32674 AFSC. These individuals, representing a more junior group than the members of the Supervision and Management cluster, have an average paygrade of E-5 and an average of 76 months TAFMS. Due primarily to the technical orientation of their job, members of this group reported performing an average of over 143 tasks, compared to an average of only 49 for individuals within the more senior cluster.

The first group identified within the cluster was the Senior Multiple Test Station Personnel (GRP041, N=25). Unlike nearly all other groups within the same cluster, members of this job type reported spending substantial amounts of time on all four types of F-16 test stations, although they spent the greatest single amount of time maintaining processors, pneumatics, and related line replaceable units. Nine (or 36 percent) of the members of this group are assigned to the Consolidated Maintenance Squadron at Lowry TTC and provide maintenance support for technical training. The remaining members are distributed across all bases with F-16 aircraft. Many members of this relatively senior group are responsible for working with all types of test

stations due to the fact they are often expected to use their expertise wherever they are currently needed. Performing the greatest number of tasks of any group within the survey sample (268), these respondents are responsible for such tasks as:

- removing or replacing PP test stations
- performing ITA wraparound test of PP test station
- self-test STSs
- performing diagnostic tests of RF test stations
- aligning RF test stations
- performing diagnostic tests of CI test stations
- performing ITA wraparound tests of CI test station ITAs

Members of this group also reported having the highest average number of months within the career field (36) of any job type within the Integrated Avionics Test Station Personnel cluster, as well as the most difficult job of any group identified within the sample.

Another group in the cluster having a less specialized job, was the Junior Multiple Test Station Personnel (GRP040, N=6). Similar to the Senior Multiple Test Station Personnel, these incumbents reported spending substantial amounts of time on a variety of F-16 test stations. Unlike their more senior counterparts, however, members of this group usually did not maintain processors and pneumatics test stations (see Table 5). While the major focus of their job often centered around operating and maintaining radio frequency test stations, they are also responsible for working with inertial navigation units (INUs), fire control computers (FCCs), and heads up display (HUD) pilot's display units (PDUs). Tasks commonly performed by this group include:

- performing diagnostic tests of RF test stations
- confidence testing RF test stations
- performance testing INUs
- loading and verifying operational flight programs (OFP) into FCCs
- removing or replacing displays and indicators (DI)
- test station shop replaceable units (SRUs)
- performance testing HUD PDUs

The low level of experience suggests that members of this group are in some type of training program. Discussion with group members and supervisors in the field revealed that junior personnel in the career ladder are initially rotated among test stations while they are learning the job. For trainees, this job group is an unusually difficult job (second only to the Senior Multiple Test Station Group) and a very broad job (average number of tasks performed is 146). This result is apparently a function of job rotation to the various test stations for their on-the-job training (OJT). Fifty percent of these individuals hold a 3-skill level, and the remaining 50 percent hold a 5-skill level. With an average paygrade of E-4, the members of this group have the fewest number of months TAFMS (60), and the least number of months in the career field (10) of any group within the sample.

A third group identified was the Radio Frequency (RF) Test Station Personnel (GRP035, N=20). Respondents in this job type spent over 54 percent of their time on the job maintaining radio frequency test stations and related LRUs. Their job commonly includes testing low power radio frequency units identification-friend-or-foe receiver transmitters, and radar antennas. This involves such tasks as:

- performance testing LPRFs
- performing diagnostic tests of LPRFs
- performing diagnostic tests of RF test stations
- performance testing radar antennas
- performing diagnostic tests of IFF receiver transmitters
- performance testing ultra high frequency (UHF) receiver transmitters

Forty percent of these incumbents hold a 3-skill level, 55 percent hold a 5-skill level, and the remaining five percent have a 32674 AFSC. These respondents performed an average of only 98 tasks, which was slightly lower than the average for this cluster.

Another group within the cluster is the Processors and Pneumatics (PP) Test Station Personnel (GRP042, N=25). Members of this job type, spent over 55 percent of their time on the job maintaining processors and pneumatics test stations and related line replaceable units (see Table 5). Their job typically involves testing central interface units (CIUs), digital signals processors (DSPs) and central air data computers (CADCs). This commonly includes such tasks as:

- performance testing CIUs
- performing diagnostic tests of CIUs
- performance testing DPSs
- performing ITA wraparound tasks of DSP ITAs
- performance testing CADCs
- confidence testing PP test stations

The average paygrade for these incumbents is E-5, and they perform an average of approximately 144 tasks.

Also found within the Integrated Avionics Test Station Personnel cluster are Displays and Indicators Test Station Personnel (GRP015, N=27). Members of this group spend approximately 52 percent of their job time maintaining displays and indicators (DI) test stations and associated LRUs. Typically, these incumbents are responsible for testing heads up display (HUD), pilot's display units (PDUs), radar electro-optical electronics units (REO EUs), and radar electro-optical indicators (REO INDs). Common tasks performed include:

- performance testing HUD PDUs
- performance testing REO INDs
- performing diagnostic tests of DI test stations
- aligning photometric benches
- performance testing REO EUs
- performing ITA wraparound tests of HUD PDU ITAs

Members of this group are relatively junior, with an average paygrade of E-4 and one of the lowest number of months TAFMS (67) of any identified job type. These respondents also perform an average of only 88 tasks, which is the least of any group within the same cluster.

The last group identified within the cluster was the Computer Inertial Test Station Personnel (GRP019, N=25). Members of this group spent approximately 54 percent of their time on the job maintaining computer inertial test stations and related line replaceable units. Their job commonly involves working with flight control computers (FLCCs), fire control navigation panels (FCNPs), and fire control computers (FCCs). Typically this includes such tasks as:

- confidence testing CI test stations
- performing ITA wraparound tests of CI test station ITAs
- performing diagnostic tests of FCNPs
- performance testing FCCs
- removing or replacing CI test station SRUs

These incumbents have an average paygrade of E-5, and represent the most senior job type in the cluster with an average of 92 months TAFMS.

II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP012, N=13). Comprising seven percent of the total sample, these members perform a large number of tasks related to conducting classroom training. As a result, these respondents report spending substantial amounts of time on all four types of F-16 test stations in connection with their teaching duties. Their job typically includes such tasks as:

- conducting resident course classroom training
- preparing lesson plans
- administering tests
- confidence testing CI test stations
- performing diagnostic tests of DI test stations
- confidence testing PP test stations
- performing ITA wraparound tests of HUD EU ITAs

With an average paygrade of E-5, these respondents have an average of 92 months TAFMS and perform approximately 80 tasks.

TABLE 5

RELATIVE PERCENTAGE OF TIME SPENT ON DUTIES BY FUNCTIONAL JOB GROUPS

DUTIES	SUPV & MGT CLUSTER				INTEGRATED AVIONICS TEST STATION CLUSTER									
	AVIONICS				INTEG AVIONICS		PROCESSORS & SENIOR		RADIO		JUNIOR		COMPUTER	
	INTER	SHOP	SHOP	MATERIEL SUPV	TEST	STATION	TEST	PP	TEST	STATION	TEST	TEST	INERTIAL	DISPLAYS
	GRP016)	GRP018)	GRP017)	GRP004)	GRP008)	GRP042)	GRP041)	GRP035)	GRP040)	GRP019)	GRP015)	GRP012)		
	VAL	NC016)	NC018)	NC017)	NC008)	NC042)	NC041)	NC035)	NC040)	NC019)	NC015)	NC012)		
A ORGANIZING AND PLANNING	25	26	9	18	1	1	1	1	*	1	1	1	3	
B DIRECTING AND IMPLEMENTING	15	21	8	15	1	1	1	2	*	2	1	1	3	
C INSPECTING AND EVALUATING	35	28	13	24	2	2	1	2	*	3	2	2	1	
D TRAINING	2	6	5	7	1	1	1	1	*	2	1	1	35	
E MAKING ENTRIES ON FORMS AND RECORDS	3	9	26	15	8	9	4	10	6	9	11	2	2	
D PERFORMING ADMIN AND SUPPLY														
F FUNCTIONS	15	5	19	12	3	3	2	5	2	3	3	3	3	
G PERFORMING GENERAL MAINT	5	4	8	5	20	22	11	24	15	20	24	4	4	
H MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	*	*	1	*	16	1	15	*	22	54	4	14		
I MAINTAINING DISPLAYS AND INDICATORS (DI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	*	*	1	*	15	1	13	*	19	3	52	12		
J MAINTAINING PROCESSORS AND PNEUMATICS (PP) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS	*	*	1	*	17	55	30	*	*	*	*	12		
K MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	*	*	1	*	14	1	18	54	31	1	*	10		
L MAINTAINING F-16 MOCKUPS AND MANUALLY TESTED EQUIPMENT	*	1	8	3	2	3	1	1	4	2	1	1		

*DENOTES LESS THAN ONE PERCENT

III. SUPERVISION AND MANAGEMENT PERSONNEL (GRP004). This cluster, representing approximately 18 percent of the survey sample, is comprised of 31 individuals who perform a large number of supervisory and planning functions. These respondents are responsible for counseling and evaluating subordinates, as well as prioritizing and planning work assignments. Members of this group reported spending over 64 percent of their time on such supervisory tasks as:

- participating in meetings, such as staff meetings, briefings, conferences, or workshops
- determining work priorities
- preparing APRs
- counseling personnel on personal or military-related matters
- planning work assignments

Consisting primarily of 7-skill level (77 percent) personnel, this cluster has an average paygrade of E-6, and an average of 186 months TAFMS.

The first job type identified within the cluster was the Shop NCOICs (GRP018, N=11). One hundred percent of these members supervise and have an average of 24 subordinates. These incumbents spent 81 percent of their time on the job in the performance of tasks and duties involving the supervision, counseling and evaluation of subordinates. Respondents in this job type are also responsible for coordinating, reviewing, and determining job requirements. Common tasks performed include:

- coordinating job requirements with other sections
- counseling personnel on personal or military related matters
- indorsing airman performance reports (APR)
- determining work priorities
- supervising integrated avionics computerized test station and component technicians (AFSC 32674)
- determining requirements for space, personnel, equipment, or supplies

With an average of 223 months TAFMS, this group is comprised of the most senior respondents within the sample. One hundred percent of these personnel hold the 32674 AFSC, and have an average paygrade of E-7.

The second group within this cluster was the Avionic Intermediate Shop Evaluators (GRP016, N=7). This group of seven respondents has the greatest average number of months in the career field (82) of any other identified job group. Members of this job type devote a large percentage of their time performing tasks related to inspecting and evaluating the quality of materiel and equipment, as well as conducting and participating in staff meetings and briefings.

Their job typically includes such tasks as:

- reviewing technical order improvement reports
- participating in meetings, such as staff meetings, briefings, conferences, or workshops
- writing staff studies, surveys, or special reports
- evaluating materiel deficiency reports
- recommending test station software changes
- preparing quality deficiency reports

One hundred percent of these individuals hold a 7-skill level, and the average paygrade for these senior incumbents is E-7. Five of these respondents also indicate they are assigned to Air Force Plant 4. Members of this group performed an average of only 29 tasks, which is the lowest of any group within the sample, which reflects a very narrow focus for this job.

The last job identified in the cluster was the Materiel Management Personnel (GRP017, N=9). Representing five percent of the total sample, these individuals performed a large number of tasks related to certifying and tracking the status of reparable and nonreparable items. This typically involves making entries on numerous forms and records and performing administrative and supply functions such as:

- researching microfiche for part information
- making entries on Issue/Turn-In Request (AF Form 2005)
- ordering parts by telephone
- certifying status of reparable, serviceable, or condemned parts

Members of this group have an average of 142 months TAFMS and an average paygrade of E-6. Material Management Personnel perform a relatively low number of tasks (53), which reflects a fairly narrow scope of their job.

Comparison of Specialty Jobs

Jobs within the specialty vary markedly in terms of test station maintained, number of tasks performed, and other factors. To highlight these differences, a series of tables were developed summarizing information about the groups (see Tables 7 and 8).

The job difficulty for each of the major functional groups as estimated by the Job Difficulty Index (JDI) varies substantially as can be seen in Table 6. For this specialty, the index ranges from a high of 20.1 for Senior Multiple Test Station Personnel who perform an average of 268 tasks to a low of 5.9 for Materiel Management Personnel who perform an average of only 53 tasks.

Unlike many AFSCs in which incumbents performing supervisory and managerial functions are often given the highest difficulty ratings, in the 326X4C specialty these individuals typically performed fewer tasks and had the lowest computed job difficulty of all the major job groups. By comparison, the more technically oriented jobs of the Integrated Avionics Test

Station personnel cluster commonly required the performance of a much wider range of tasks and had the highest JDIs. As expected, the two job types having the highest overall ratings were members of the two groups who were responsible for operating and maintaining a variety of test stations (Junior and Senior Multiple Test Station Personnel).

Discussion

The finding that the two most difficult jobs in the specialty involve maintenance of multiple types of test stations is not surprising. This finding does infer that there are several different ways in which AFS 326X4C personnel are used:

- (1) personnel just entering the specialty (Junior Multiple Test Station Personnel) are rotated among the various test stations as part of their OJT program,
- (2) the bulk of AFS 326X4C personnel work on only one test station, thus specializing to a considerable degree based on their present job assignment, and
- (3) some more experienced personnel (the Senior Multiple Test Station group) work on all kinds of test stations, as needed; these personnel are assigned to consolidated maintenance at the technical school and a few to each of the operational bases.

These various ways of utilizing F-16 test station personnel reflect an operational need for both "specialists" on particular test stations and a few more experienced "generalists" who are able to work with all the F-16 test stations.

The F-16 job groups also vary in terms of their responses to various job attitude questions (see Table 8). Most individuals find their jobs interesting; 100 percent of the Avionics Intermediate Shop Evaluators responded positively, which was the most interested group. Over 90 percent of the RF and PP Test Station groups also responded positively. For most groups, 70 to 89 percent of the members of each group found their job interesting. The one group with relatively less job interest was the Junior Multiple Test Station personnel. As was noted earlier, members of this job group are generally new to this career field and are in what is probably a demanding OJT situation.

Most individuals feel their talents and training are being well utilized in their present jobs. The major exceptions were the Material Management group (33 percent felt talents and training were used little or not at all) and Resident Technical School Instructors (23 percent little or not at all).

Reenlistment intent varied from a high of 83 percent for Junior Multiple Test Station personnel (who are new to the career field) to a low of 18 percent for Shop NCOICs (many of whom are eligible to retire). Most of the Test Station groups averaged about 60 percent planning to reenlist, but the Displays and Indicators Test Station group had only 43 percent with positive reenlistment plans.

Few of the trends noted in the job attitude data indicate possible problem areas. Since many members of most of the more senior groups (Supervisors and Managers cluster, Resident Technical School Instructors) plan to retire or not reenlist, there may be a potential problem over the next few years in terms of having enough experienced senior personnel. These groups are relatively small, which may limit the extent of any problems.

TABLE 6
JOB DIFFICULTY INDICES FOR CAREER LADDER GROUPS

GROUP	ATDPUTS*	NUMBER OF TASKS PERFORMED	JOB DIFFICULTY INDEX
I. INTEGRATED AVIONICS TEST STATION PERSONNEL (GRP008)	5.0	143	14.5
SENIOR MULTIPLE TEST STATION PERSONNEL (GRP041)	5.1	268	20.1
JUNIOR MULTIPLE TEST STATION PERSONNEL (GRP040)	5.0	146	16.3
RADIO FREQUENCY (RF) TEST STATION PERSONNEL (GRP035)	5.2	98	14.4
PROCESSORS AND PNEUMATICS (PP) TEST STATION PERSONNEL (GRP042)	4.8	144	13.2
DISPLAYS AND INDICATORS TEST STATION PERSONNEL (GRP015)	5.0	88	12.4
COMPUTER INERTIAL (CI) TEST STATION PERSONNEL PERSONNEL (GRP019)	4.8	112	12.1
II. RESIDENT TECHNICAL SCHOOL INSTRUCTORS (GRP012)	4.9	80	10.7
III. SUPERVISION AND MANAGEMENT PERSONNEL (GRP004)	4.9	49	8.3
SHOP NCOICs (GRP018)	5.0	68	10.7
AVIONICS INTERMEDIATE SHOP EVALUATORS (GRP016)	5.1	29	8.7
MATERIEL MANAGEMENT PERSONNEL (GRP017)	4.5	53	5.9

*AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

TABLE 7
BACKGROUND DATA FOR FUNCTIONAL JOB GROUPS

	SUPV & MGT CLUSTER				INTEGRATED AVIONICS TEST STATION CLUSTER											
	AVIONICS				INTEG PROCESSORS & SENIOR RADIO				MULTIPLE FREQUENCY MULTIPLE INERTIAL & INDIC				DISPLAYS			
	INTER	SHOP	NCOLCS	MATERIEL SUPV	AVIONICS TEST STATION	PROCESSORS & SENIOR RADIO	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION	TEST STATION
	GRP016	GRP018	GRP017	GRP004	GRP008	GRP042	GRP045	GRP040	GRP015	GRP012	GRP019	GRP015	GRP015	GRP015	GRP015	GRP015
NUMBER IN GROUP	7	11	9	31	128	25	25	6	25	27	14	27	14	27	14	27
PERCENT OF SAMPLE	4%	6%	5%	18%	71%	14%	14%	3%	14%	15%	1%	15%	1%	15%	1%	15%
PERCENT LOCATED OVERSEAS:	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DAFSC DISTRIBUTION																
326340	-	-	42%	7%	24%	24%	8%	50%	20%	20%	10%	20%	10%	20%	10%	20%
326540	-	-	33%	16%	65%	60%	76%	50%	52%	70%	60%	52%	60%	70%	60%	52%
32674	100%	100%	45%	74%	14%	16%	16%	-	28%	4%	35%	28%	4%	4%	35%	28%
NOT REPORTED	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE GRADE:	E-7	E-7	E-6	E-6	E-7	E-6	E-5	E-4	E-5	E-4	E-5	E-4	E-5	E-4	E-5	E-4
AVERAGE MONTHS IN CAREER FIELD	82	66	34	53	21	17	36	10	22	17	52	22	17	17	52	22
AVG MONTHS IN SERVICE (TAPMS):	218	223	132	186	76	75	78	60	92	67	92	92	67	67	92	67
PERCENT IN FIRST ENLISTMENT:	-	-	-	-	0%	28%	44%	34%	24%	40%	15%	24%	40%	40%	15%	40%
PERCENT MEMBERS SUPERVISING:	29%	100%	78%	7%	25%	48%	62%	-	44%	22%	15%	44%	22%	22%	15%	22%
AVG NBR DIRECTLY SUPERVISED	1	24	4	16	1	1	1	-	-	-	1	-	-	-	1	1
AVG NBR TASKS PERFORMED:	29	66	53	49	147	144	268	140	114	87	80	114	87	87	80	114
JOB DIFFICULTY INDEX (JDI):	8.7	10.7	9.9	8.4	14.1	13.1	20.1	16.3	12.1	12.4	10.7	12.1	12.4	12.4	10.7	12.4

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...SOME COLUMNS MAY NOT ADD UP TO 100 PERCENT DUE TO NO RESPONSE.

ANALYSIS OF DAFSC GROUPS

In addition to the identification and analysis of jobs within the 326X4 career ladder, skill level groups within the specialty sample were also examined. This analysis revealed similarities and differences between skill-level groups in relation to the tasks performed and relative percentage of time they spent on particular duties. This information may also be useful in determining the accuracy of career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

In reviewing the occupational data summarized by skill-level group, please keep in mind the different jobs identified earlier. For the most part, the differences between job groups are not visible when data are summarized by skill level. Only the Avionics Intermediate Shop Evaluators and Shop NCOICs are clearly associated with a skill level (all 7-skill level); most other job groups are composed of individuals with all skill levels (see Table 9). Thus, when the data are averaged for all members of a skill level, many of the differences between job groups (in equipment maintained, number of tasks, etc.) are no longer apparent.

As personnel progress through the 326X4 specialty, incumbents typically spend less time maintaining test stations and LRUs, and increasingly greater percentages of their job time on supervisory and managerial functions (see Table 10). Such a trend reflects a common personnel utilization and progression pattern. While this change in emphasis is fairly sharp, there are some commonalities between the groups. For example, nearly all incumbents spend approximately the same amount of time making necessary entries on forms and records and performing some tasks related to training, regardless of the skill level held.

Overall, the responsibilities of the 3- and 5-skill level incumbents are very similar. Both of these groups have a primarily technically-oriented job, with over 77 percent (DAFSC 32634C) and 78 percent (DAFSC 32654C) of their time devoted to the maintenance and testing of avionics equipment. As a result, these personnel are fairly evenly distributed among the job groups in the Test Station Personnel cluster (reference Table 9) and account for the majority of these respondents. In general, no major task differences were noted between the two groups, although as demonstrated by Table 10, the 3-skill level respondents spent a greater percentage of their job time performing general maintenance functions, such as detecting malfunctions in test station air flotation systems, air bottles, and regulators or maintaining tool boxes and consolidated tool kits. Table 11 provides a list of the tasks which best discriminate between the two groups. As illustrated by this table, slightly larger percentages of personnel holding AFSC 32654C performed some supervisory tasks and testing functions on a variety of test stations.

In comparison, most incumbents holding a 7-skill level and working with C-shred individuals, are predominantly involved with performing supervisory and managerial duties, although some of these individuals also were found in technically-oriented job groups (see Table 9). The 7-skill level job primarily focuses around such tasks as supervising and counseling subordinates, determining work priorities, and reviewing or writing correspondence. As

demonstrated by Table 12, these tasks most clearly differentiate this group from the 5-skill level respondents. Fewer percentages of airmen holding the 32674 DAFSC also were noted to perform such general maintenance tasks as performing functional checks of LRUs issued from supply, removing or replacing test station air bottles, and making periodic inspections of test stations. In contrast to the other groups, these respondents reported spending less than 34 percent of their job time on maintenance tasks, but devoted approximately equal amounts of time to making entries on records and performing other administrative and supply functions as both the 3- and 5-skill level individuals.

TABLE 9

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS FUNCTIONAL JOB GROUPS
(NUMBER RESPONDING)

JOB GROUPS	DAFSC 32634C (N=35)	DAFSC 32654C (N=92)	DAFSC 32674 (N=41)
AVIONICS INTERMEDIATE SHOP EVALUATORS	-	-	7
SHOP NCOICs	-	-	11
MATERIEL MANAGEMENT PERSONNEL	2	3	4
PROCESSORS AND PNEUMATICS (PP) TEST STATION PERSONNEL	6	15	4
SENIOR MULTIPLE TEST STATION PERSONNEL	2	19	4
RADIO FREQUENCY (RF) TEST STATION PERSONNEL	8	11	1
JUNIOR MULTIPLE TEST STATION PERSONNEL	3	3	-
COMPUTER INERTIAL (CI) TEST STATION PERSONNEL	5	13	7
DISPLAYS AND INDICATORS (DI) TEST STATION PERSONNEL	7	19	1
RESIDENT TECHNICAL SCHOOL INSTRUCTORS	2	9	2

TABLE 10
RELATIVE PERCENTAGE OF TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTIES	TOTAL SAMPLE (N=175)	DAFSC 32634C (N=34)	DAFSC 32654C (N=93)	DAFSC 32674 (N=45)
A ORGANIZING AND PLANNING	4	1	1	13
B DIRECTING AND IMPLEMENTING	4	1	2	12
C INSPECTING AND EVALUATING	6	2	2	17
D TRAINING	5	5	5	7
E MAKING ENTRIES ON FORMS AND RECORDS	9	10	9	9
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	4	3	8
G PERFORMING GENERAL MAINTENANCE	16	22	16	10
H MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	13	12	15	10
I MAINTAINING DISPLAYS AND INDICATORS (DI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS	12	12	16	3
J MAINTAINING PROCESSORS AND PNEUMATICS (PP) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS	13	11	17	7
K MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRUs)	11	18	12	3
L MAINTAINING F-16 MOCKUPS AND MANUALLY TESTED EQUIPMENT	2	3	2	1

TABLE 11

TASKS WHICH BEST DIFFERENTIATE DAFSCs 32634C AND 32654C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 32634C (N=34)	DAFSC 32654C (N=93)	DIFFERENCE
B46 SUPERVISE APPRENTICE INTEGRATED AVIONICS COMPUTER- IZED TEST STATION AND COMPONENT SPECIALISTS (F-16) (AFSC 32634C)	3	31	-28
J381 PERFORM ITA WRAPAROUND TEST OF PSA ITAs	15	42	-27
J371 PERFORM DIAGNOSTIC TESTS OF PP TEST STATIONS	18	44	-26
J360 CONFIDENCE TEST PP TEST STATIONS	21	46	-25
J384 PERFORM ITA WRAPAROUND TESTS OF SCP ITAs	21	45	-24
I301 PERFORM DIAGNOSTIC TESTS OF DI STATION	29	53	-24
I319 PERFORMANCE TEST REO INDs	26	48	-22
I318 PERFORMANCE TEST REO EUs	26	48	-22
I316 PERFORMANCE TEST HUD EUs	26	48	-22
I307 PERFORM ITA WRAPAROUND TESTS OF DI TEST STATION SELF-TEST ITAs	26	48	-22
I299 CONFIDENCE TEST DI TEST STATIONS	32	54	-22
H239 PERFORM DIAGNOSTIC TESTS OF CI TEST STATIONS	29	51	-22

TABLE 12

TASKS WHICH BEST DIFFERENTIATE DAFSCs 32654C AND 32674 PERSONNEL

TASKS	DAFSC 32654C (N=93)	DAFSC 32674 (N=45)	DIFFERENCE
G189 PERFORM FUNCTIONAL CHECKS OF LINE REPLACEABLE UNITS (LRU) ISSUED FROM SUPPLY	83	31	+52
G174 INSPECT AND CLEAN TEST STATION FILTERS	82	33	+49
G180 LOAD TEST PROGRAMS ON DISCS	81	38	+43
G214 REMOVE OR REPLACE TEST STATION ITA OR LRU MINOR HARDWARE	83	40	+43
G208 REMOVE OR REPLACE TEST STATION AIR BOTTLES	64	22	+42
G191 PERFORM PREVENTIVE MAINTENANCE OF F-16 DISC DRIVES	78	38	+40
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	81	40	+41
G175 INSPECT AND CLEAN TEST STATIONS EXCEPT FOR INSPECTIONS FOR CARBON FIBER CONTAMINATION	62	24	+38
I311 PERFORM ITA WRAPAROUND TESTS OF REO EU ITAs	49	15	+34
I318 PERFORMANCE TEST REO EUs	48	15	+33
I319 PERFORMANCE TEST REO INDs	48	15	+33
I304 PERFORM DIAGNOSTIC TESTS OF REO EUs	47	15	+32
A5 DETERMINE WORK PRIORITIES	24	80	-56
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	13	64	-51
B51 WRITE CORRESPONDENCE	14	64	-50
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	26	76	-50
A10 DEVELOP WORK METHODS OR PROCEDURES	8	56	-48
C79 PREPARE APRs	26	73	-47
A22 PLAN WORK ASSIGNMENTS	9	56	-47
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	6	53	-47
C57 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	6	53	-47
C83 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	12	58	-46
C80 REVIEW CORRESPONDENCE	12	58	-46

COMPARISON OF SURVEY DATA TO AFR 39-1
SPECIALTY DESCRIPTIONS

A comparison was made between the skill-level task descriptions and the descriptions for the 326X4 career ladder as outlined in AFR 39-1. These documents were written to provide a broad description of the functions commonly performed by personnel within all three shreds of the specialty.

Overall, survey data indicate that current AFR 39-1 job descriptions give a very complete overview of the general responsibilities and duties of incumbents in the field.

ANALYSIS OF EXPERIENCE (TAFMS) GROUPS

Since skill-level descriptions are very broad and tend to disguise differences within a group (such as 7-levels), survey data were also examined in terms of TAFMS groups to determine how personnel utilization patterns change as a function of experience. Table 13 provides a list of the relative amount of time spent on duties by members of each TAFMS group. As is typical in most specialties, as the level of experience increases, respondents spent increasingly greater percentages of their time performing supervisory and managerial functions. As demonstrated by the data in this table, this increase appears very gradual, even through the fourth enlistment. After this point, however, the transition becomes noticeably much sharper. While incumbents in the 145-192 months TAFMS group still report spending nearly half (47 percent) of their time on technically-related functions, respondents in the 193-240 and 241+ month groups spent less than 20 percent of their time in this area.

Job Satisfaction

Along with an analysis of tasks performed, career ladder incumbents in their first enlistment (1-48 month TAFMS), second enlistment (49-96 months TAFMS), and career status (97+ months) were also examined in terms of a number of job satisfaction indicators. Table 14 presents the data which reflects the job interest, perceived utilization of talents and training, and reenlistment intentions for these groups. As illustrated by this table, job satisfaction for members of the 326X4C career ladder tends to be much higher than for respondents in the corresponding groups taken from a comparative sample on nearly all factors. A similar comparison was also made between the job satisfaction responses of members of all three 326X4X shreds (See Table 15). Generally, incumbents working in the F-16 shops also appear to be slightly more satisfied with their job and tend to have higher reenlistment intentions than the other members.

First-Enlistment Personnel

As an aid in determining training requirements, the job of first-enlistment personnel was examined. These individuals essentially perform primarily the same test station, LRU and general maintenance tasks as members of the more experienced groups. The information provided in Figure 2 also seems to reflect this fact. As shown by this data display, respondents in their first enlistment are scattered among all technically oriented job groups and perform maintenance on all varieties of F-16 automatic test stations. (More complete summaries of first enlistment job data are provided in the Training Analysis Section, which follows, and in the Training EXTRACT provided to most users of this report).

TABLE 13

RELATIVE TIME SPENT ON DUTIES BY TAFMS GROUPS

DUTIES	MONTHS TAFMS					
	1-48 (N=48)	49-96 (N=56)	97-144 (N=30)	145-192 (N=19)	193-240 (N=15)	241+ (N=7)
<u>SUPERVISORY</u>						
A ORGANIZING AND PLANNING	1	1	3	6	19	22
B DIRECTING AND IMPLEMENTING	*	2	3	7	16	17
C INSPECTING AND EVALUATING	*	2	5	11	25	25
D TRAINING	3	5	8	8	7	5
<u>ADMINISTRATIVE</u>						
E MAKING ENTRIES ON FORMS AND RECORDS	8	9	10	14	8	7
F PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	3	4	5	7	9	6
<u>TECHNICAL</u>						
G PERFORM GENERAL MAINTENANCE	20	18	15	10	6	7
H MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	13	14	17	12	2	10
I MAINTAINING DISPLAYS AND INDICATORS (DI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	17	14	13	5	1	*
J MAINTAINING PROCESSORS AND PNEUMATICS (PP) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	16	18	9	8	5	*
K MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU)	17	10	10	11	1	*
L MAINTAINING F-16 MOCKUPS AND MANUALLY TESTED EQUIPMENT	2	3	2	1	1	1

TABLE 14

JOB SATISFACTION DATA FOR TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)*

	1-48 MONTHS		49-96 MONTHS		97+ MONTHS	
	1980		1980		1980	
	326X4C RESPONDENTS (N=48)	COMPARATIVE SAMPLE (N=1,374)	326X4C RESPONDENTS (N=56)	COMPARATIVE SAMPLE (N=853)	326X4C RESPONDENTS (N=71)	COMPARATIVE SAMPLE (N=1,426)
I FIND MY JOB:						
DULL	6	24	9	17	8	14
SO-SO	13	20	7	22	13	16
INTERESTING	81	56	84	61	79	70
NOT REPORTED	-	-	-	-	-	-
MY JOB UTILIZES MY TALENTS:						
NOT AT ALL TO VERY LITTLE	17	37	14	31	15	24
FAIRLY WELL TO VERY WELL	71	58	77	62	75	61
EXCELLENT TO PERFECTLY	12	5	9	7	10	15
NOT REPORTED	-	-	-	-	-	-
MY JOB UTILIZES MY TRAINING:						
NOT AT ALL TO VERY LITTLE	13	30	9	28	18	25
FAIRLY WELL TO VERY WELL	79	62	80	63	75	59
EXCELLENT TO PERFECTLY	8	7	11	8	7	15
NOT REPORTED	-	1	-	1	-	1
I PLAN TO REENLIST:						
NO OR PROBABLY NO	5	66	54	51	28	32
YES OR PROBABLY YES	42	33	46	48	72	67
NOT REPORTED	-	1	-	1	-	1

* THESE FIGURES ALSO INCLUDE DAFSC 32674 PERSONNEL CURRENTLY ASSIGNED WITH C-SHRED MEMBERS COMPARATIVE SAMPLE TAKEN FROM ALL MISSION EQUIPMENT MAINTENANCE SPECIALTIES SURVEYED IN 1980; INCLUDES AFSCs 30XXX, 31XXX, 32XXX, 34XXX, 36XXX, 40XXX, 42XXX, 43XXX, 44XXX, 46XXX, AND 46XXX

TABLE 15

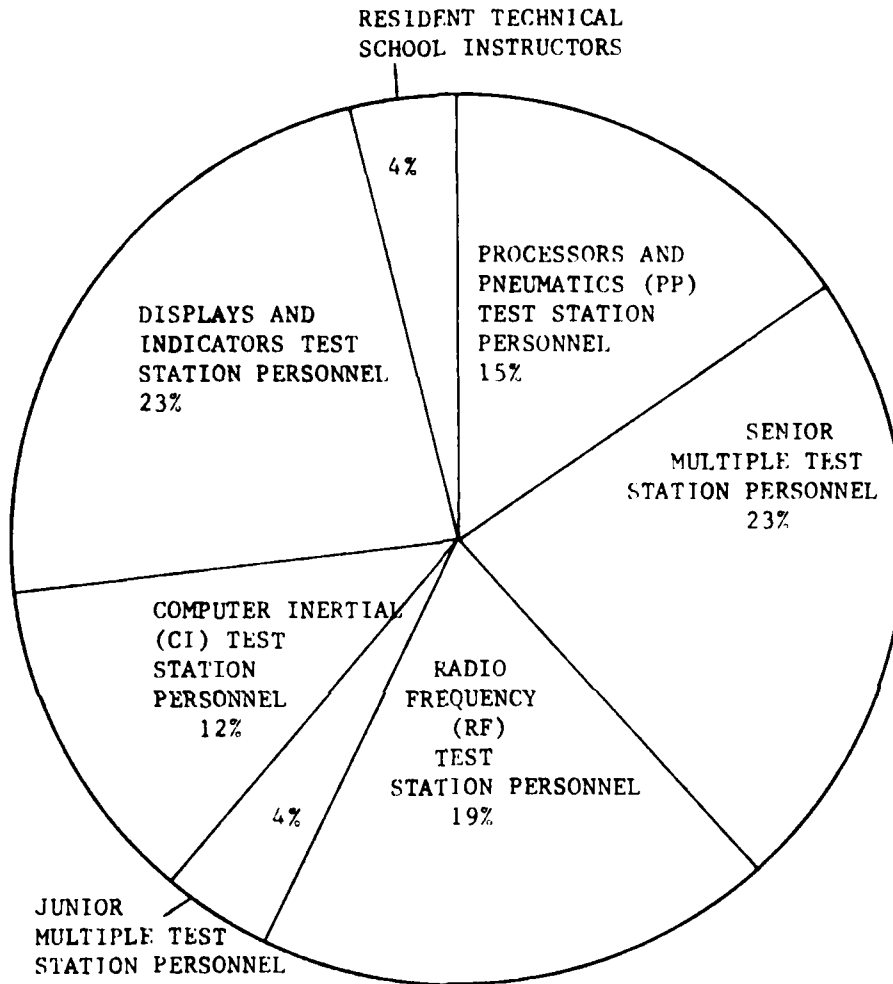
FOR SATISFACTION BY 326X4X SHRED
(PERCENT MEMBERS RESPONDING)*

	1-48 MONTHS			49-96 MONTHS			97+ MONTHS		
	326X4A RESPONDENTS (N=282)	326X4H RESPONDENTS (N=151)	326X4C RESPONDENTS (N=48)	326X4A RESPONDENTS (N=19)	326X4B RESPONDENTS (N=48)	326X4C RESPONDENTS (N=56)	326X4A RESPONDENTS (N=114)	326X4B RESPONDENTS (N=65)	326X4C RESPONDENTS (N=71)
I FIND MY JOB:									
DULL	11	10	6	12	19	9	11	15	8
SO-SO	12	17	13	14	19	7	18	11	13
INTERESTING	77	73	81	69	60	84	70	72	79
NOT REPORTED	-	-	-	-	-	-	1	2	-
MY JOB UTILIZES MY TALENTS:									
NOT AT ALL TO VERY LITTLE	17	25	17	17	29	14	19	24	15
FAIRLY WELL TO VERY WELL	75	71	71	78	67	77	65	59	75
EXCELLENTLY TO PERFECTLY	8	4	12	5	4	9	15	19	10
NOT REPORTED	-	-	-	-	2	-	1	1	-
MY JOB UTILIZES MY TRAINING:									
NOT AT ALL TO VERY LITTLE	26	21	13	24	33	9	29	28	18
FAIRLY WELL TO VERY WELL	69	74	79	68	61	80	60	63	75
EXCELLENTLY TO PERFECTLY	5	5	8	8	6	11	10	9	7
NOT REPORTED	-	-	-	-	-	-	-	-	-
I PLAN TO REENLIST:									
I WILL RETIRE	-	-	-	-	-	-	-	-	-
NO OR PROBABLY NO	70	72	58	56	71	54	25	29	15
YES OR PROBABLY YES	28	26	42	44	29	46	64	54	72
NOT REPORTED	2	2	-	-	-	-	1	-	-

* THESE FIGURES ALSO INCLUDE DAFSC 32674 PERSONNEL CURRENTLY ASSIGNED WITH A, B, AND C SHRED INDIVIDUALS

FIGURE 2

DISTRIBUTION OF FIRST ENLISTMENT PERSONNEL ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)
(N=48)



TRAINING ANALYSIS

Training Emphasis Data

Training emphasis data were collected from 17 senior career ladder incumbents for each task in the inventory. These ratings are useful in providing information on the training needs of the specialty as perceived by personnel within that AFSC. Overall, these assessments produced an average rating of 2.78 and a standard deviation of 1.81. (The Task Factor Administration section of this report provides a more complete description of the data.)

Examples of tasks rated highest in training emphasis are listed in Table 16. As demonstrated, these tasks are related to the maintenance of all varieties of F-16 test stations and also involve some general maintenance functions. These tasks include performing confidence tests, diagnostic tests, and performance tests, as well as aligning test stations and photometric benches. All of these tasks are performed by at least one-third of the first-enlistment personnel and are usually average in difficulty.

Examples of tasks rated lowest in training emphasis are also compiled in Table 17. As expected, these tasks primarily involve many supervisory and training functions which are usually the responsibility of the more senior incumbents in the field. Also included are administrative tasks and functions requiring the analysis of system software for fault isolation of avionics equipment. Very few first enlistment members commonly perform these tasks.

Finally, there were a number of tasks rated above average in both training emphasis and task difficulty (see Table 18). As illustrated by this table, these tasks include calibrating and aligning test stations and performance testing low power radio frequency units and radar transmitters.

When reviewing data for this specialty to define training requirements, keep in mind the findings discussed in earlier sections on the different jobs within the specialty (Specialty Jobs section) and the jobs first-enlistment personnel are performing (Figure 2). Most first-enlistment personnel perform general maintenance tasks, and the percent performing data (for 1-48 months TAFMS members) reflects this. For individual test stations, however, the associated tasks are performed by only 30 to 50 percent of first enlistment personnel. These figures are a function of the utilization patterns discussed earlier; for any given task, the individuals performing will be those specializing on that particular test station plus those persons performing the Multiple Test Station jobs.

For training decision-makers, these data create a dilemma in terms of the cost effectiveness of common training. Where clearly the common tasks (70-90 percent performing) should be trained, what type of training is appropriate for tasks where only one-third of the first-enlistment personnel perform? In this specialty, all test stations probably need to be trained to some degree, particularly since some maintenance now done by contractors (under equipment warranty) must be done by 362X4 personnel in the future.

TABLE 16

EXAMPLES OF TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TRAINING** EMPHASIS	PERCENT OF 1-48 MONTHS TAFMS MEMBERS PERFORMING (N=48)	TASK DIFFICULTY**
I317 PERFORMANCE TEST HUD PDUs	6.35	44	5.61
I318 PERFORMANCE TEST REO EUs	6.35	44	5.04
I319 PERFORMANCE TEST REO INDS	6.29	44	5.54
I316 PERFORMANCE TEST HUD EUs	5.94	44	5.04
G189 PERFORM FUNCTIONAL CHECKS OF LINE REPLACEABLE UNITS (LRU) ISSUE FROM SUPPLY	5.88	88	4.54
H259 PERFORMANCE TEST INUs	5.88	35	5.50
I299 CONFIDENCE TEST DI TEST STATIONS	5.76	44	4.16
E121 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 349)	5.65	92	4.21
H255 PERFORMANCE TEST FCCs	5.65	33	4.59
I282 ALIGN PHOTOMETRIC BENCHES	5.65	44	7.62
G205 REMOVE OR REPLACE SOLDERLESS PINS OR CONNECTORS	5.59	81	5.05
G191 PERFORM PREVENTIVE MAINTENANCE OF F-16 DISC DRIVES	5.53	90	5.16
J390 PERFORMANCE TEST DSPs	5.53	33	5.04
H254 PERFORMANCE TEST ECAs	5.47	33	4.55
H256 PERFORMANCE TEST FCNPs	5.47	35	4.49
H258 PERFORMANCE TEST FLIGHT CONTROL PANELS	5.47	35	4.50
I335 SET UP PHOTOMETRIC BENCHES	5.47	44	7.33
J387 PERFORMANCE TEST CADCs	5.47	38	4.85
H257 PERFORMANCE TEST FLCCs	5.41	35	4.75
I281 ALIGN DI TEST STATIONS	5.41	42	6.10
I304 PERFORM DIAGNOSTIC TEST OF REO EUs	5.41	44	5.23
J393 PERFORMANCE TEST PSAs	5.41	33	4.97
J394 PERFORMANCE TEST RCPs	5.41	35	4.62
K441 CONFIDENCE TEST RF TEST STATIONS	5.41	44	4.74
K458 PERFORMANCE TEST LPRFs	5.41	48	6.05

* AVERAGE TE = 2.78, S.D. = 1.81

** AVERAGE TD = 5.00, S.D. = 1.00

TABLE 17

EXAMPLES OF TASKS RATED LOWEST IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS* (N=48)	PERCENT OF 1-48 MONTHS TAFMS MEMBERS PERFORMING	TASK DIFFICULTY
F162 UPDATE WAR READINESS SUPPLY KIT (WRSK) LISTING	.00	0	5.23
F161 UPDATE PERSONNEL CAREER STATUS SCHEDULES	.00	0	4.02
F159 UPDATE MANPOWER AUTHORIZATION DOCUMENTS	.00	0	4.62
F149 PREPARE ELECTRONIC WARFARE ACCOUNTABILITY/RELIABILITY REPORTS (EWAR)	.00	2	4.61
F147 OPERATE COMPUTER REMOTE TERMINALS TO DETERMINE PART AVAILABILITY	.00	0	4.82
E129 MAKE ENTRIES ON REQUEST FOR LIMITED/SPECIAL CALIBRATION (PME) (AFTO FORM 163)	.00	4	4.41
D102 ESTABLISH STUDY REFERENCE FILES	.00	0	4.38
D97 DETERMINE RESIDENT COURSE TRAINING REQUIREMENTS	.00	4	6.08
D93 CONDUCT TRAINING CONFERENCES OR BRIEFINGS	.00	2	5.46
C67 EVALUATE MAINTENANCE PRODUCTION REPORTS	.00	0	5.23
C62 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	.00	2	5.31
C59 EVALUATE BUDGET OR FINANCIAL REQUIREMENTS	.00	0	6.04
C58 EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	.00	0	4.88
C56 DRAFT REPLIES TO INSPECTION REPORTS	.00	0	5.13
B28 CONDUCTING STAFF MEETINGS	.00	2	4.60
B29 CONDUCTING SYMPOSIUMS, CONFERENCES OR WORKSHOPS	.00	2	5.75
A19 PLAN LAYOUT OF FACILITIES	.00	0	5.98
A11 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	.00	2	6.62
L532 PERFORM DIAGNOSTIC TESTS OF RADAR WAVEGUIDES	.82	2	3.68
L490 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF INERTIAL NAVIGATION UNIT (INU) MOUNTS	.88	2	3.68
L489 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF RADAR ELECTRO-OPTICAL ELECTRONICS UNIT (REO EU) MOUNTS	.88	2	3.68
L488 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF FIRE CONTROL COMPUTER (FCC) MOUNTS	.88	2	3.68
L487 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF HEADS UP DISPLAY ELECTRONICS UNIT (HUD EU) RACKS	.88	2	3.68
L486 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF TACAN CONTROL BOXES	.88	2	3.68
L493 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF IDENTIFICATION-FRIEND-OR- FOE (IFF) CONTROL BOXES	.94	4	5.35

* AVERAGE TE = 2.78, S.D. = 1.81

TABLE 18

TASKS RATED ABOVE AVERAGE IN BOTH TASK DIFFICULTY AND TRAINING EMPHASIS

TASKS	TRAINING* EMPHASIS	TASK DIFFICULTY	PERCENT OF 1-48 MONTHS TAFMS MEMBERS (N=48)
I282 ALIGN PHOTOMETRIC BENCHES	5.65	7.62	44
I335 SET UP PHOTOMETRIC BENCHES	5.47	7.33	44
I281 ALIGN DI TEST STATIONS	5.41	6.10	42
K458 PERFORMANCE TEST LPRFs	5.41	6.05	48
K460 PERFORMANCE TEST RADAR TRANSMITTERS	5.35	6.14	42
K447 PERFORM DIAGNOSTIC TESTS OF RF TEST STATIONS	5.29	6.26	46
H218 ALIGN INERTIAL NAVIGATION UNIT (INU) PEDESTALS	5.12	7.02	29
I298 CALIBRATE DI TEST STATIONS	5.00	6.15	40
I329 REMOVE OR REPLACE HUD PILOT'S DISPLAY UNIT SRUs	4.88	6.08	40
K425 ALIGN RF TEST STATIONS	4.88	7.40	46
G172 IDENTIFY DEFICIENCIES IN ATLAS PROGRAMS	4.71	7.33	78
K440 CALIBRATE RF TEST STATIONS	4.65	7.65	42
J359 CALIBRATE PP TEST STATIONS	4.59	6.25	33

* THE AVERAGE TRAINING EMPHASIS RATING WAS 2.78 WITH A STANDARD DEVIATION OF 1.81

Specialty Training Standard (STS)

Currently, the STS for members of the 326X4C specialty is being reviewed and updated by career ladder personnel to provide a more accurate description of the responsibilities and duties of AFSC incumbents. Survey data have been provided to the appropriate subject matter specialists to facilitate this review.

Plan of Instruction (POI G3ABR32634C)

To aid in a comprehensive review of the current Plan of Instruction, (dated 31 July 1980), subject matter specialists from Lowry Technical Training Center matched the inventory tasks to course criterion objectives (COs). This matching allows each objective to be examined in terms of task difficulty and training emphasis ratings, as well as the percentages of first job (1-24 months TAFMS) and first enlistment (1-48 months TAFMS) personnel performing them in the field. Overall, survey data fully supported nearly all COs which had annotated tasks. The only exception seemed to be in Block II, objective 3E, which dealt with the completion of Technical Order Improvement Reports.

A number of tasks covering a variety of general duty areas also were not referenced to any section of the POI. Table 19 provides a list of those tasks rated above average in training emphasis which have not been annotated. As this table demonstrates, some tasks primarily involve performing only basic general maintenance, such as inspecting and cleaning test station filters or performing periodic inspections of test stations. Other tasks, though, included calibrating test stations, setting up and aligning photometric benches, and performing a number of ITA wraparound tests. It is also possible that skills required to perform some of these tasks may be the same as for other tasks which are already being taught under the existing Plan of Instruction. Because thirty percent or more of the first-term incumbents generally seem to require the use of such skills, however, these tasks should be examined and evaluated for possible inclusion in the basic course.

TABLE 19

TASKS NOT REFERENCED AND RATED ABOVE AVERAGE IN TRAINING EMPHASIS

TASKS	TRAINING EMPHASIS	PERCENT OF 1-48 MONTHS PERSONNEL PERFORMING	TASK DIFFICULTY
<u>PERFORMING GENERAL MAINTENANCE:</u>			
G204 REMOVE OR REPLACE SOLDERED CONNECTORS	5.24	75	5.00
G180 LOAD TEST PROGRAMS ON DISCS	5.12	92	4.71
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	5.06	92	4.39
G174 INSPECT AND CLEAN TEST STATION FILTERS	4.65	94	3.06
G202 REBUILD TEST STATION OR ITA CABLES	4.65	71	5.34
<u>MAINTAINING COMPUTER INERTIAL (CI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU):</u>			
H254 PERFORMANCE TEST ECAs	5.47	33	4.55
H263 REMOVE OR REPLACE CI TEST STATION SRUs	5.18	35	4.41
H218 ALIGN INERTIAL NAVIGATION UNIT (INU) PEDESTALS	5.12	29	7.02
H217 ALIGN CI TEST STATIONS	4.76	38	5.86
H250 PERFORM ITA WRAPAROUND TESTS OF FCS ITAs	4.76	38	4.17
H248 PERFORM ITA WRAPAROUND TESTS OF ECA ITAs	4.71	33	3.91
H240 PERFORM DIAGNOSTIC TESTS OF ECAs	4.65	33	4.51
H264 REMOVE OR REPLACE CI TEST STATION TESTER REPLACEABLE UNITS (TRU)	4.65	31	4.65
<u>MAINTAINING DISPLAYS AND INDICATORS (DI) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU):</u>			
I317 PERFORMANCE TEST HUD PDUs	6.35	44	5.61
I319 PERFORMANCE TEST REO INDs	6.29	44	5.54
I282 ALIGN PHOTOMETRIC BENCHES	5.65	44	7.62
I335 SET UP PHOTOMETRIC BENCHES	5.47	44	7.33
I281 ALIGN DI TEST STATIONS	5.41	42	6.10
I304 PERFORM DIAGNOSTIC TESTS OF REO EUs	5.41	44	5.23
I303 PERFORM DIAGNOSTIC TEST OF HUD PDUs	5.35	44	5.60
I314 PERFORMANCE TEST AZIMUTH INDICATORS	5.35	33	4.39
I315 PERFORMANCE TEST HSIs	5.35	40	4.15
I313 PERFORMANCE TEST ADIs	5.29	38	4.15
I305 PERFORM DIAGNOSTIC TESTS OF REO INDs	5.06	44	5.54
I298 CALIBRATE DI TEST STATIONS	5.00	40	6.15
I330 REMOVE OR REPLACE PHOTOMETRIC BENCH COMPONENTS	5.00	38	5.95
I329 REMOVE OR REPLACE HUD PILOT'S DISPLAY UNIT SRUs	4.88	40	6.08
I310 PERFORM ITA WRAPAROUND TESTS OF HUD PDU ITAs	4.82	44	4.31
I312 PERFORM ITA WRAPAROUND TESTS OF REO IND ITAs	4.82	44	4.31
I306 PERFORM ITA WRAPAROUND TESTS OF AZIMUTH INDICATOR ITAs	4.76	35	4.39

TABLE 19 (CONTINUED)

TASKS	TRAINING EMPHASIS	PERCENT OF 1-48 MONTHS PERSONNEL PERFORMING	TASK DIFFICULTY
I308 PERFORM ITA WRAPAROUND TESTS OF HSI/ADI ITAs	4.76	40	4.21
I334 REMOVE OR REPLACE REO IND SRUs	4.76	40	5.57
I300 PERFORM DIAGNOSTIC TESTS OF AZIMUTH INDICATORS	4.71	33	4.82
I323 REMOVE OR REPLACE DI TEST STATION SRUs	4.71	42	4.65
I332 REMOVE OR REPLACE REO EU SRUs	4.59	44	4.77
MAINTAINING PROCESSORS AND PNEUMATICS (PP) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU):			
J390 PERFORMANCE TEST DSPs	5.53	33	5.04
J394 PERFORMANCE TEST RCPs	5.41	35	4.62
J389 PERFORMANCE TEST CONVENTIONAL RIUs	5.29	38	4.36
J391 PERFORMANCE TEST JETTISON RELEASE RIUs	5.29	38	4.30
J392 PERFORMANCE TEST MISSILE RIUs	5.29	38	4.36
J396 PERFORMANCE TEST SW RIUs	5.29	38	4.46
J388 PERFORMANCE TEST CIUs	5.18	38	4.77
J366 PERFORM DIAGNOSTIC TESTS OF CIUs	4.88	38	4.73
J368 PERFORM DIAGNOSTIC TESTS OF DSPs	4.82	33	4.87
J422 SERVICE VACUUM PUMP ASSEMBLIES	4.82	33	4.73
J378 PERFORM ITA WRAPAROUND TESTS OF CIU ITAs	4.76	38	4.18
J379 PERFORM ITA WRAPAROUND TESTS OF DSP ITAs	4.76	35	4.00
J336 ALIGN PP TEST STATIONS	4.71	38	5.84
J382 PERFORM ITA WRAPAROUND TESTS OF RCP ITAs	4.71	35	4.12
J373 PERFORM DIAGNOSTIC TESTS OF RCPs	4.65	35	4.55
J383 PERFORM ITA WRAPAROUND TESTS OF RIU ITAs	4.65	38	4.05
J385 PERFORM ITA WRAPAROUND TESTS OF SW ITAs	4.65	38	4.17
J359 CALIBRATE PP TEST STATIONS	4.59	33	6.25
MAINTAINING RADIO FREQUENCY (RF) TEST STATIONS AND ASSOCIATED LINE REPLACEABLE UNITS (LRU):			
K459 PERFORMANCE TEST RADAR ANTENNAS	5.29	44	5.81
K457 PERFORMANCE TEST IFF RECEIVER TRANSMITTERS	5.18	42	5.33
K425 ALIGN RF TEST STATIONS	4.88	46	7.40
K440 CALIBRATE RF TEST STATIONS	4.65	42	7.65

SUMMARY OF BACKGROUND INFORMATION

In addition to task and duty information, each survey respondent was requested to fill out a general background information section. This section provides biographical and specific specialty-related data which is not only in the analysis process, but also is frequently used to address issues raised by career ladder personnel. The following paragraphs present a brief summary of this information.

Method of Assignment

As illustrated by Table 20, while the majority of 326X4A, 326X4B, and assigned 7-skill level respondents indicated they entered the career ladder through the completion of resident technical training, a slightly different trend was noted for the F-16 shredout personnel. As expected, very few incumbents (15 percent) reported having attended the basic technical course. Instead, approximately 77 percent of these individuals indicated being retrained from another specialty compared to only 13 percent (F/FB-III) and 18 percent (F-15) for members of the other two shreds.

Number of Test Station Sets In Shop

Responses from survey participants indicated that the majority of F-16 automatic test station shops are often equipped with either one or three sets of test stations (See Table 21). Upon comparison with results collected from members of the other two shreds, the data seem to indicate, as expected, that F-16 shops typically were smaller. On the contrary, nearly half (46 percent) of the incumbents currently working with F-15 LRUs report their shop contains at least two sets and almost a third (28 percent) indicate having three. As demonstrated by Table 21, F/FB-III shops tend to be even larger. Forty-five percent of these individuals work in shops having four test station sets, while very few respondents maintaining F-15 and F-16 LRUs and test stations report a similar number. These results, of course, seem to be a reflection of the present size of each of the 326X4X shreds and the phasing-in of the F-16 weapons system.

Work Schedule Shift

Among 326X4C personnel, the most frequently worked schedule was a day shift (such as 0700 to 1600). As illustrated by Table 22, almost one-half (49 percent) of the survey respondents work this shift. A large percentage of these members (33 percent) are also presently on a swing shift which comprises hours such as 1500 to 2400. Very few incumbents seem to work 12-hour schedules or rotating shifts.

AFSC Attained 7-Skill Level

Survey participants were also asked to indicate through which specialty they attained a primary AFSC at the 7-skill level to provide insight into the variety of experience that exists in the field. Of those holding a 7-skill level PAFSC, the greatest percentage of respondents now working with F-16 aircraft indicate they earned it through the 32654C specialty, although smaller percentages of individuals gave other responses (See Table 23). Information taken from a separate survey of 326X4A/B personnel indicated the greatest concentration of responses among F-15 personnel was the 32654B AFSC; for F/FB-III personnel, it was the 32654A AFSC. Although, as was also noted for F-16 respondents, there are smaller percentages of incumbents giving a variety of other responses, this data indicates there may be a tendency for 326X4 incumbents to be fairly experienced on the aircraft on which they are now working.

TABLE 20
METHOD OF ASSIGNMENT TO PRESENT CAREER LADDER
(PERCENT MEMBERS RESPONDING)

METHOD OF ASSIGNMENT	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
COMPLETED RESIDENT TECHNICAL TRAINING	71	68	15
RECLASSIFIED WITHOUT COMPLETING TECHNICAL TRAINING OR OJT	2	2	1
DIRECTED DUTY ASSIGNMENT (DDA) FROM BASIC TRAINING TO OJT WITHOUT BYPASS TEST	1	2	-
DDA FROM BASIC TRAINING BY BYPASS TEST	-	-	-
CONVERTED FROM ANOTHER AF SPECIALTY WITHOUT TRAINING BY CLASSIFICATION BOARD ACTION	4	3	2
RETRAINED FROM ANOTHER SPECIALTY	13	18	77
REENLISTED AFTER PRIOR SERVICE IN USAF OR FROM ANOTHER BRANCH OF SERVICE	2	2	2
NOT ASSIGNED TO MY CAREER LADDER BY ANY OF THE ABOVE METHODS	7	5	3
NO REPLY	*	-	*

* DENOTES LESS THAN ONE PERCENT
(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A,B, AND C
SHRED MEMBERS)

TABLE 21

NUMBER OF TEST STATION SETS IN SHOP
(PERCENT MEMBERS RESPONDING)

NUMBER	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
DO NOT WORK IN AUTOMATIC TEST STATION	15	11	6
ONE SET OF TEST STATIONS	5	16	42
TWO SETS OF TEST STATIONS	12	46	14
THREE SETS OF TEST STATIONS	23	28	32
FOUR SETS OF TEST STATIONS	45	*	6

* DENOTES LESS THAN ONE PERCENT
(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A,B, AND C SHRED MEMBERS)

TABLE 22

SHIFT OF PRESENT WORK SCHEDULE
(PERCENT MEMBERS RESPONDING)

SHIFT	326X4(X) PERSONNEL		
	326X4A	326X4B	326X4C
NOT ON A SCHEDULED SHIFT	3	3	2
DAY, SUCH AS 0700 TO 1600	49	44	49
SWING, SUCH AS 1500 TO 2400	25	27	33
MID, SUCH AS 2300 TO 0700	21	21	9
12-HOUR DAY, SUCH AS 0600 TO 1800	*	2	1
12-HOUR NIGHT, SUCH AS 1800 TO 0600	-	-	-
ROTATING 8-HOUR SHIFTS, SUCH AS DAY, SWING, MID	1	1	2
ROTATING 12-HOUR SHIFTS	-	*	-
OTHER	1	2	3

* DENOTES LESS THAN ONE PERCENT
(THESE FIGURES ALSO INCLUDE 7-SKILL LEVEL INCUMBENTS ASSIGNED WITH A,B, AND C SHRED MEMBERS)

TABLE 23

AFSC ATTAINED PRIMARY AFSC AT THE 7-SKILL LEVEL
(PERCENT MEMBERS RESPONDING)

AFSC	326X4(4) PERSONNEL		
	326X4A	326X4B	326X4C
DO NOT HOLD PRIMARY AFSC AT 7-SKILL LEVEL	62	68	55
32650	1	2	2
32650A	*	1	-
32650B	3	2	2
32651A	7	4	1
32651B	*	*	1
32651C	-	-	1
32651D	4	6	4
32651E	-	*	-
32651F	2	1	3
32651G	-	-	-
32654A	15	*	1
32654B	2	13	-
32654C	*	*	18
32655A	-	-	**
32655B	-	-	**
OTHER	4	3	12

* DENOTES LESS THAN ONE PERCENT

** NO DATA WERE COLLECTED ON THESE AFSCs FOR C-SHRED
INDIVIDUALS

WRITE-IN COMMENTS

In addition to responding to the survey questions, incumbents were encouraged to write in any additional information which may be relevant to the analysis of the specialty. This included such items as problems they feel may presently exist in the career ladder, or tasks and equipment which individual members believe should be added to the job inventory. As a result, comments covering a wide range of specialty-related subjects were collected.

A number of responses were received from members who had unique job titles which were not included in the inventory. The most frequently noted title was F-16 Avionics Intermediate Shop Evaluator. These individuals are responsible for evaluating F-16 Avionics System Research and Development test equipment and software at the contractor facility. Other less frequently received titles included Shop Chief, F-16 Manual Test Station, Mobility Monitor, Tech Order Verification Team Member, Non-Automatic Test Equipment Operator/LRU Repair, and Disaster Preparedness NCO.

Other respondents reported performing a variety of special tasks. These included such functions as writing CDCs, designing and manufacturing special tools and mobility equipment, and building manual test boxes for Non-ATE LRUs.

Write-in comments were also received from personnel attaining a primary 7-skill level AFSC in specialties other than those listed in the background information section of the job inventory. One of the most common responses listed the 321X2X career ladder, while many of the remaining write-ins reported 328XX specialties. Less common responses also included AFSCs 325XO and 304XO.

Finally, a small number of individuals reported working other shift schedules. Most of these incumbents listed working either between the hours of 0900-1800 or 0545 to 1500.

IMPLICATIONS

The 326X4C specialty is a very small shredout in which the equipment and procedures may be subject to some change due to the relative recency of the deployment of F-16 aircraft. Much of this change is expected to be the result of the fact that equipment previously under warranty will have to be repaired by AFSC personnel as these warranties expire. As a result, some tasks presently performed by relatively small percentages of incumbents can, in the future, be predicted to be performed by much larger numbers of individuals.

While a proposal to create a "C" shred for the 326X5 career ladder (Integrated Avionics Manual Test Station and Components) is currently under consideration, survey data seems to indicate that very few incumbents perform many of these tasks. However, as mentioned before, this is partially due to the fact that some equipment, such as the TACAN, is still under warranty, causing these percentages to be likely to shift in the near future as the situation changes.

Overall, incumbents in the field, for the most part, tend to be fairly satisfied with their jobs and feel their talents and training are utilized well. Career ladder documents, such as the STS, also appear to be basically consistent with survey data. The Plan of Instruction (POI) needs to be reviewed in terms of job inventory tasks not referenced to POI objectives but which are performed by substantial numbers of first-enlistment personnel.

APPENDIX A
REPRESENTATIVE TASKS OF CAREER LADDER JOB GROUPS

REPRESENTATIVE TASKS PERFORMED BY SUPERVISION AND MANAGEMENT PERSONNEL
(GRP004, N=31)

TASKS	PERCENT MEMBERS PERFORMING
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	84
A5 DETERMINE WORK PRIORITIES	81
C79 PREPARE APRs	74
B51 WRITE CORRESPONDENCE	71
C83 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	71
B30 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	68
C80 REVIEW CORRESPONDENCE	65
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	65
C57 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	65
A10 DEVELOP WORK METHODS OR PROCEDURES	61
A3 COORDINATE JOB REQUIREMENTS WITH OTHER SECTIONS	61
C76 INITIATE UNSATISFACTORY REPORTS	58
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	58
F154 RESEARCH MICROFICHE FOR PART INFORMATION	55
C82 REVIEW MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 349)	52
A22 PLAN WORK ASSIGNMENTS	52

REPRESENTATIVE TASKS PERFORMED BY AVIONICS INTERMEDIATE SHOP EVALUATORS
(GRP016, N=7)

TASKS	PERCENT MEMBERS PERFORMING
C80 REVIEW CORRESPONDENCE	100
C83 REVIEW TECHNICAL ORDER IMPROVEMENT REPORTS	100
B51 WRITE CORRESPONDENCE	100
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	86
C87 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS	86
A23 PREPARE AGENDA FOR STAFF MEETINGS	86
F140 MAINTAIN ADMINISTRATIVE FILES	86
A5 DETERMINE WORK PRIORITIES	86
B29 CONDUCT SYMPOSIUMS, CONFERENCES, OR WORKSHOPS	71
C68 EVALUATE MATERIEL DEFICIENCY REPORTS	71
A24 PREPARE AGENDA FOR SYMPOSIUMS, CONFERENCES, OR WORKSHOPS	71
A17 PLAN BRIEFINGS	71
G203 RECOMMEND TEST STATION SOFTWARE CHANGES	71
C76 INITIATE UNSATISFACTORY REPORTS	71
A22 PLAN WORK ASSIGNMENTS	71
G172 IDENTIFY DEFICIENCIES IN ATLAS PROGRAMS	71
F152 PREPARE QUALITY DEFICIENCY REPORTS	71
F153 RESEARCH MANUALS FOR PART NUMBERS	57
A10 DEVELOP WORK METHODS OR PROCEDURES	57
A27 SCHEDULE TEMPORARY DUTY, LEAVES, OR PASSES	57
F154 RESEARCH MICROFICHE FOR PART INFORMATION	57
C52 ANALYZE WORKLOAD REQUIREMENTS	57
B32 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	57
B42 INITIATE PERSONNEL ACTION REQUESTS	57

REPRESENTATIVE TASKS PERFORMED BY NCOICs
(GRP018, N=11)

TASKS	PERCENT MEMBERS PERFORMING
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
A3 COORDINATE JOB REQUIREMENTS WITH OTHER SECTIONS	100
B30 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED MATTERS	100
C57 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	100
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	100
B42 INITIATE PERSONNEL ACTION REQUESTS	100
C82 REVIEW MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 49)	91
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	91
B51 WRITE CORRESPONDENCE	91
A5 DETERMINE WORK PRIORITIES	91
A6 DEVELOP INSPECTION PROCEDURES	91
B49 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT TECHNICIANS (AFSC 32674)	91
C79 PREPARE APRs	91
C63 EVALUATE INDIVIDUALS FOR RECOGNITION	91
A10 DEVELOP WORK METHODS OR PROCEDURES	91
A4 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	91
A27 SCHEDULE TEMPORARY DUTY, LEAVES, OR PASSES	91
A14 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	82
A22 PLAN WORK ASSIGNMENTS	82
C75 EVALUATE WORK SCHEDULES	82
A19 PLAN LAYOUT OF FACILITIES	82
B40 IMPLEMENT SELF-INSPECTION PROGRAMS	82
B33 DIRECT MAINTENANCE OF FACILITIES OR WORK AREAS	82
C56 DRAFT REPLIES TO INSPECTION REPORTS	82
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	82

REPRESENTATIVE TASKS PERFORMED BY MATERIEL MANAGEMENT PERSONNEL
(GRP017, N=9)

TASKS	PERCENT MEMBERS PERFORMING
F154 RESEARCH MICROFICHE FOR PART INFORMATION	100
E119 MAKE ENTRIES ON ISSUE/TURN IN REQUEST (AF FORM 2005)	100
E128 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG (AFTO FORM 350)	100
F148 ORDER PARTS BY TELEPHONE	100
E127 MAKE ENTRIES ON REPAIR CYCLE CONTROL LOG FORMS (AF FORM 2520)	100
A5 DETERMINE WORK PRIORITIES	100
E153 RESEARCH MANUALS FOR PART NUMBERS	89
E139 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL (DD FORM 1577-2)	89
E133 MAKE ENTRIES ON SUPPLY CONTROL LOG (AF FORM 2413)	89
E131 MAKE ENTRIES ON SERVICEABLE TAG-MATERIEL (DD FORM 1574)	89
E138 MAKE ENTRIES ON UNSERVICEABLE (CONDEMNED) TAG MATERIEL (DD FORM 1577)	89
C53 CERTIFY STATUS OF REPARABLE, SERVICEABLE, OR CONDEMNED PARTS	78
B43 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	78
E121 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 349)	78
C79 PREPARE APRs	78
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	78
E117 MAKE ENTRIES ON DOD SINGLE LINE ITEM RELEASE/RECEIPT DOCUMENT (DD FORM 1348-1)	67
F163 VERIFY DUE-IN FROM MAINTENANCE (DIFM) DOCUMENT LISTINGS (R-26)	67
G194 PERFORM QUALITY ASSURANCE (QA) INSPECTIONS OF LRU	67
C76 INITIATE UNSATISFACTORY REPORTS	67
D91 CONDUCT OJT	67
B48 SUPERVISE INTEGRATED AVIONICS COMPUTERIZED TEST STATION AND COMPONENT SPECIALISTS (F-16) (AFSC 32654C)	67
E135 MAKE ENTRIES ON TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY (AFTO FORM 22)	67
D94 COUNSEL TRAINEES ON TRAINING PROGRESS	67
F164 VERIFY MONITOR REPORT (D-18 OR D-19)	56

REPRESENTATIVE TASKS PERFORMED BY INTEGRATED AVIONICS TEST STATION PERSONNEL
(GRP008, N=128)

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G174 INSPECT AND CLEAN TEST STATION FILTERS	96
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	95
G214 REMOVE OR REPLACE TEST STATION ITA OR LRU MINOR HARDWARE	95
E121 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 349)	94
G180 LOAD TEST PROGRAMS ON DISCS	93
G189 PERFORM FUNCTIONAL CHECKS OF LINE REPLACEABLE UNITS (LRU) ISSUED FROM SUPPLY	92
E128 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG (AFTO FORM 350)	92
E191 PERFORM PREVENTIVE MAINTENANCE ON F-16 DISC DRIVES	92
E132 MAKE ENTRIES ON SIGNIFICANT HISTORICAL FORMS (AFTO FORM 95)	91
E139 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL (DD FORM 1577-2)	89
G167 ALIGN DISC DRIVES	88
G205 REMOVE OR REPLACE SOLDERLESS PINS OR CONNECTORS	88
F154 RESEARCH MICROFICHE FOR PART INFORMATION	86
G168 ALIGN PATCH PANELS	85
G172 IDENTIFY DEFICIENCIES IN ATLAS PROGRAMS	84
G204 REMOVE OR REPLACE SOLDERED CONNECTORS	83
F153 RESEARCH MANUALS FOR PART NUMBERS	79
E131 MAKE ENTRIES ON SERVICEABLE TAG-MATERIEL (DD FORM 1574)	78
G175 INSPECT AND CLEAN TEST STATIONS EXCEPT FOR INSPECTIONS FOR CARBON FIBER CONTAMINATION	77
G177 INSPECT EQUIPMENT FOR CURRENT CALIBRATION DATES	73
G202 REBUILD TEST STATION OR ITA CABLES	73
G201 PREPARE AVIONICS EQUIPMENT FOR TURN-IN	72
G208 REMOVE OR REPLACE TEST STATION AIR BOTTLES	71
G176 INSPECT COMMON TEST EQUIPMENT	70

REPRESENTATIVE TASKS PERFORMED BY PROCESSORS AND PNEUMATICS (PP)
TEST STATION PERSONNEL
(GRP042, N=25)

TASKS	PERCENT MEMBERS PERFORMING
J388 PERFORMANCE TEST CIUs	100
J366 PERFORM DIAGNOSTIC TESTS ON CIUs	100
J378 PERFORM ITA WRAPAROUND TEST OF CIU ITAs	100
J360 CONFIDENCE TEST PP TEST STATIONS	100
J371 PERFORM DIAGNOSTIC TESTS OF PP TEST STATIONS	100
J390 PERFORMANCE TEST DSPs	100
J368 PERFORM DIAGNOSTIC TESTS OF DSPs	100
J379 PERFORM ITA WRAPAROUND TESTS OF DSP ITAs	100
J387 PERFORMANCE TEST CADCs	100
G174 INSPECT AND CLEAN TEST STATION FILTERS	100
J365 PERFORM DIAGNOSTIC TESTS OF CADCs	100
J377 PERFORM ITA WRAPAROUND TESTS OF CADC ITAs	100
J336 ALIGN PP TEST STATIONS	100
J367 PERFORM DIAGNOSTIC TESTS OF CONVENTIONAL RIUs	100
J389 PERFORMANCE TEST CONVENTIONAL RIUs	100
J392 PERFORMANCE TEST MISSILE RIUs	100
J383 PERFORM ITA WRAPAROUND TESTS OF RIU ITAs	100
J384 PERFORM ITA WRAPAROUND TESTS OF SCP ITAs	100
J395 PERFORMANCE TEST SCPs	100
E128 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG (AFTO FORM 350)	96
J410 REMOVE OR REPLACE PP TEST STATION SRUs	96
G208 REMOVE OR REPLACE TEST STATION AIR BOTTLES	96
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	96
J370 PERFORM DIAGNOSTIC TESTS OF MISSILE RIUs	96
G180 LOAD TEST PROGRAMS ON DISCS	96

REPRESENTATIVE TASKS PERFORMED BY SENIOR MULTIPLE TEST STATION PERSONNEL
(GRP041, N=25)

TASKS	PERCENT MEMBERS PERFORMING
J410 REMOVE OR REPLACE PP TEST STATION SRUs	100
J380 PERFORM ITA WRAPAROUND TESTS OF PP TEST STATION SELF-TEST ITAs	100
J387 PERFORMANCE TEST CADCs	100
E139 MAKE ENTRIES ON UNSERVICEABLE (REPARABLE) TAG MATERIEL	100
J366 PERFORM DIAGNOSTIC TESTS OF CIUs	100
J388 PERFORMANCE TEST CIUs	100
J394 PERFORMANCE TEST RCPs	100
J365 PERFORMANCE TESTS OF CADCs	100
K447 PERFORM DIAGNOSTIC TESTS OF RF TEST STATIONS	96
K425 ALIGN RF TEST STATIONS	96
K441 CONFIDENCE TEST RF TEST STATIONS	96
K458 PERFORMANCE TEST LPRFs	96
K473 REMOVE OR REPLACE RF TEST STATION SRUs	96
K444 PERFORM DIAGNOSTIC TESTS OF LPRFs	96
H239 PERFORM DIAGNOSTIC TESTS OF CI TEST STATIONS	92
H259 PERFORMANCE TEST INUs	92
J337 ANALYZE SYSTEM SOFTWARE FOR FAULT ISOLATION OF PNEUMATIC SENSOR ASSEMBLIES (PSA)	92
H247 PERFORM ITA WRAPAROUND TESTS OF CI TEST STATION ITAs	92
H249 PERFORM ITA WRAPAROUND TESTS OF FCC ITAs	92
H251 PERFORM ITA WRAPAROUND TESTS OF FLCC ITAs	92
H252 PERFORM ITA WRAPAROUND TESTS OF INU/FCNP ITAs	92
I317 PERFORMANCE TEST HUD PDUs	88
I307 PERFORM ITA WRAPAROUND TESTS OF DI TEST STATION SELF-TEST ITAs	88
I308 PERFORM ITA WRAPAROUND TESTS OF HSI/ADI ITAs	88
I310 PERFORM ITA WRAPAROUND TESTS OF HUD PDU ITAs	88

REPRESENTATIVE TASKS PERFORMED BY RADIO FREQUENCY (RF) TEST STATION PERSONNEL
(GRP035, N=20)

TASKS	PERCENT MEMBERS PERFORMING
K458 PERFORMANCE TEST LPRF _s	100
K444 PERFORM DIAGNOSTIC TESTS OF LPRF _s	100
K447 PERFORM DIAGNOSTIC TESTS OF RF TEST STATIONS	100
K457 PERFORMANCE TEST IFF RECEIVER TRANSMITTERS	100
K451 PERFORM ITA WRAPAROUND TESTS OF LPRF ITAs	100
K445 PERFORM DIAGNOSTIC TESTS OF RADAR ANTENNAS	100
K459 PERFORMANCE TEST RADAR ANTENNAS	100
K443 PERFORM DIAGNOSTIC TESTS OF IFF RECEIVER TRANSMITTERS	100
K425 ALIGN RF TEST STATIONS	100
K461 PERFORMANCE TEST UHF RECEIVER TRANSMITTERS	100
K469 REMOVE OR REPLACE RADAR ANTENNA SRUs	100
K450 PERFORM ITA WRAPAROUND TESTS OF IFF ITAs	100
K460 PERFORMANCE TEST RADAR TRANSMITTERS	100
K448 PERFORM DIAGNOSTIC TESTS OF UHF RECEIVER TRANSMITTERS	100
K453 PERFORM ITA WRAPAROUND TESTS OF RADAR TRANSMITTER ITAs	100
K452 PERFORM ITA WRAPAROUND TESTS OF RADAR ANTENNA ITAs	100
K455 PERFORM ITA WRAPAROUND TESTS OF UHF ITAs	100
K466 REMOVE OR REPLACE LPRF ITA COMPONENTS	100
G180 LOAD TEST PROGRAMS ON DISCS	100
K464 REMOVE OR REPLACE IFF ITA COMPONENTS	100
G168 ALIGN PATCH PANELS	100
G167 ALIGN DISC DRIVES	100
K467 REMOVE OR REPLACE LPRF SRUs	95
K441 CONFIDENCE TEST RF TEST STATIONS	95
K446 PERFORM DIAGNOSTIC TESTS OF RADAR TRANSMITTERS	95

REPRESENTATIVE TASKS PERFORMED BY JUNIOR MULTIPLE TEST STATION PERSONNEL
(GRP040, N=6)

TASKS	PERCENT MEMBERS PERFORMING
K447 PERFORM DIAGNOSTIC TESTS OF RF TEST STATIONS	100
K441 CONFIDENCE TEST RF TEST STATIONS	100
E121 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 349)	100
K453 PERFORM ITA WRAPAROUND TEST OF RADAR TRANSMITTER ITAs	100
K460 PERFORMANCE TEST RADAR TRANSMITTERS	100
K465 REMOVE OR REPLACE IFF RECEIVER TRANSMITTER SRUs	100
K469 REMOVE OR REPLACE RADAR ANTENNA SRUs	100
K458 PERFORMANCE TEST LPRFs	100
K476 REMOVE OR REPLACE UHF RECEIVER TRANSMITTER SRUs	100
K425 ALIGN RF TEST STATIONS	100
K448 PERFORM DIAGNOSTIC TESTS OF UHF RECEIVER TRANSMITTERS	100
H239 PERFORM DIAGNOSTIC TESTS OF CI TEST STATIONS	83
H235 CONFIDENCE TEST CI TEST STATIONS	83
H259 PERFORMANCE TEST INUs	83
H255 PERFORMANCE TEST FCCs	83
H252 PERFORM ITA WRAPAROUND TESTS OF INU/FCNP ITAs	83
H237 LOAD AND VERIFY OPERATIONAL FLIGHT PROGRAMS (OFP) INTO FCC's	83
H245 PERFORM DIAGNOSTIC TESTS OF INUs	83
H241 PERFORM DIAGNOSTIC TESTS OF FCCs	83
H247 PERFORM ITA WRAPAROUND TESTS OF CI TEST STATION ITAs	83
I299 CONFIDENCE TEST DI TEST STATIONS	67
I323 REMOVE OR REPLACE DI TEST STATION SRUs	67
I301 PERFORM DIAGNOSTIC TESTS OF DI TEST STATIONS	67
I317 PERFORMANCE TEST HUD PDUs	67
I303 PERFORM DIAGNOSTIC TESTS OF HUD PDUs	67

PERFORMANCE TEST COMPUTER INERTIAL (CI) TEST STATION PERSONNEL
(GRP019, N=25)

TASKS	PERCENT MEMBERS PERFORMING
H259 PERFORMANCE TEST INUs	100
H235 CONFIDENCE TEST CI TEST STATIONS	100
H247 PERFORM ITA WRAPAROUND TESTS OF CI TEST STATION ITAs	100
H239 PERFORM DIAGNOSTIC TESTS OF CI TEST STATIONS	100
H257 PERFORMANCE TEST FLCCs	100
H252 PERFORM ITA WRAPAROUND TESTS OF INU/FCNP ITAs	100
H245 PERFORM DIAGNOSTIC TESTS OF INUs	100
H256 PERFORMANCE TEST FCNPs	100
H251 PERFORM ITA WRAPAROUND TESTS OF FLCC ITAs	100
H255 PERFORMANCE TEST FCCs	100
H258 PERFORMANCE TEST FLIGHT CONTROL PANELS	100
H250 PERFORM ITA WRAPAROUND TESTS OF FCS ITAs	100
H249 PERFORM ITA WRAPAROUND TESTS OF FCC ITAs	100
H243 PERFORM DIAGNOSTIC TESTS OF FLCCs	100
H241 PERFORM DIAGNOSTIC TESTS OF FCCs	100
H242 PERFORM DIAGNOSTIC TESTS OF FCNPs	100
G214 REMOVE OR REPLACE TEST STATION ITA OR LRU MINOR HARDWARE	100
E132 MAKE ENTRIES ON SIGNIFICANT HISTORICAL DATA (AFTO FORM 95)	96
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	96
H263 REMOVE OR REPLACE CI TEST STATION SRUs	96
H248 PERFORM ITA WRAPAROUND TESTS OF ECA ITAs	96
H273 REMOVE OR REPLACE FLIGHT CONTROL PANEL SRUs	96
H244 PERFORM DIAGNOSTIC TESTS OF FLIGHT CONTROL PANELS	96
G174 INSPECT AND CLEAN TEST STATION FILTERS	96
H254 PERFORMANCE TEST ECAs	96

REPRESENTATIVE TASKS PERFORMED BY DISPLAYS AND INDICATORS
TEST STATION PERSONNEL
(GRP015, N=27)

TASKS	PERCENT MEMBERS PERFORMING
E121 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION RECORD (AFTO FORM 149)	100
I317 PERFORMANCE TEST HUD PDUs	96
I303 PERFORM DIAGNOSTIC TESTS OF HUD PDUs	96
I319 PERFORMANCE TEST REO INDs	96
I301 PERFORM DIAGNOSTIC TESTS OF DI TEST STATIONS	96
I282 ALIGN PHOTOMETRIC BENCHES	96
I318 PERFORMANCE TEST REO EUs	96
E128 MAKE ENTRIES ON REPARABLE ITEM PROCESSING TAG (AFTO FORM 350)	96
G189 PERFORM FUNCTIONAL CHECKS OF LINE REPLACEABLE UNITS (LRU) ISSUED FROM SUPPLY	96
I304 PERFORM DIAGNOSTIC TESTS OF REO EUs	96
E132 MAKE ENTRIES ON SIGNIFICANT HISTORICAL DATA (AFTO FORM 95)	96
I316 PERFORMANCE TEST HUD EUs	96
G214 REMOVE OR REPLACE TEST STATION ITA OR LRU MINOR HARDWARE	96
I305 PERFORM DIAGNOSTIC TESTS OF REO INDs	93
I299 CONFIDENCE TEST DI TEST STATIONS	93
I335 SET UP PHOTOMETRIC BENCHES	93
I323 REMOVE OR REPLACE DI TEST STATION SRUs	93
I281 ALIGN DI TEST STATIONS	93
I310 PERFORM ITA WRAPAROUND TESTS OF HUD PDU ITAs	93
I312 PERFORM ITA WRAPAROUND TESTS OF REO IND ITAs	93
I311 PERFORM ITA WRAPAROUND TESTS OF REO EU ITAs	93
I309 PERFORM ITA WRAPAROUND TESTS OF HUD EU ITAs	93
G174 INSPECT AND CLEAN TEST STATION FILTERS	93
I334 REMOVE OR REPLACE REO IND SRUs	89
G190 PERFORM PERIODIC INSPECTIONS OF TEST STATIONS	89

REPRESENTATIVE TASKS PERFORMED BY RESIDENT TECHNICAL SCHOOL INSTRUCTORS
(GRP012, N=13)

TASKS	PERCENT MEMBERS PERFORMING
D92 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	100
D110 PREPARE LESSON PLANS	100
D88 ADMINISTER TESTS	92
D113 WRITE TEST QUESTIONS	92
D95 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	92
H235 CONFIDENCE TEST CI TEST STATIONS	92
I299 CONFIDENCE TEST DI TEST STATIONS	85
D112 SCORE TESTS	77
D99 DEVELOP TRAINING AIDS	77
H239 PERFORM DIAGNOSTIC TESTS OF CI TEST STATIONS	77
H249 PERFORM ITA WRAPAROUND TESTS OF FCC ITAs	77
I301 PERFORM DIAGNOSTIC TESTS OF DI TEST STATIONS	77
J360 CONFIDENCE TEST PP TEST STATIONS	77
K441 CONFIDENCE TEST RF TEST STATIONS	77
J384 PERFORM ITA WRAPAROUND TESTS OF SCP ITAs	77
I309 PERFORM ITA WRAPAROUND TESTS OF HUD EU ITAs	77
A16 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	69
H241 PERFORM DIAGNOSTIC TESTS OF FCCs	69
I308 PERFORM ITA WRAPAROUND TESTS OF HSI/ADI ITAs	69
H252 PERFORM ITA WRAPAROUND TESTS OF INU/FCNP ITAs	69
I307 PERFORM ITA WRAPAROUND TESTS OF DI TEST STATION SELF-TEST ITAs	69
J377 PERFORM ITA WRAPAROUND TESTS OF CADC ITAs	69
I316 PERFORMANCE TEST HUD EUs	69
J395 PERFORMANCE TEST SCPs	69
D105 EVALUATE RESIDENT COURSE STUDENTS	62

